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Complete

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THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

PAGE

ADDRESS OF E. BEVIN	1
SCIENTIFIC MANAGEMENT AND LABOR	6
AN APPEAL FOR THE HATTERS	11

EDITORIALS

WELCOME 1916	14
BY THIS SIGN WE SHALL CONQUER	14
TAKE ADVANTAGE OF COMPETITION	15
SEEING HALF TRUTHS TOO LATE	16
EFFICIENCY FROM THE LABOR VIEWPOINT	17
BRIEFS	18

FRENCH DEPARTMENT	19
-----------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	24
BENEFITS PAID IN 1915	25
UNION STAMP RULES	27
RULES GOVERNING SICK BENEFITS	27
DEATH BENEFITS	27
LIST OF STAMP FACTORIES	28

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CAUTION TO MEMBERS

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NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

ADDRESS OF E. BEVIN

Complete

Fraternal Delegate from the British Trade Union Congress to the
A. F. of L. Convention.

Mr. Chairman and Fellow Trade Unionists:—I, too, want to endorse the remarks of my colleague in thanking the good people of America for your kindness to us since we landed in New York. We were rather elusive in arriving, and our letters arrived after us, due to the war; but still, since we have been in your country we have been surprised at the many kindnesses that have been shown us as we traveled across your continent. It is rather curious to note that it was my colleague of the same union who addressed you in San Francisco the last time your convention was here, my friend James Wignall.

On this occasion we find ourselves in a rather difficult situation. If we tear the mask away I am confident that every man and woman in this hall would like to hear all about the war. I know from the conversations with you privately that everybody is anxious to know the exact economic situation arising out of the great European struggle. I don't want to appear in any sense a propagandist, and I place myself absolutely in the hands of the chairman and you as a convention to pull me up in a moment if I go over the border of what ought to be said in a neutral country.

Vice-President Duncan:—The conventions of the American Federation of Labor are the freest forum upon the face of the earth. He can say what he has a mind to say and say it in his own way and at his own length.

Fraternal Delegate Bevin:—I thank the chairman for that. Another great difficulty at this moment is coming from a country

whose relatives are wounded and whose friends are on the fighting line, it is very difficult to talk with one's head, one is apt to talk with one's heart. In the old country I know it is very, very difficult to coolly sit down and logically reason the great problems which face the labor movement, when all the time our flesh and blood are out in those horrible trenches fighting. On the other side in the central empires the position must be very similar. Whenever one talks of the consequences of the war or what is happening during the war the only thing which rises uppermost is what is the best way to end the war in order that peace may be re-established.

The great issue—and it will arise in this country, if I may use a vulgarism, one never knows the future of your luck—the problem is that as labor grows stronger so its responsibilities get greater, and the very strength of our movement in Britain calls from the Trade Union Congress and from the representatives of labor the exercise of the greatest responsibility that any labor movement has ever been called upon to exercise since its inception, as you will realize from the figures given by my friend Ammon, representing, as it does, 4,000,000 out of a population of 44,000,000.

When the Parliamentary Committee of the Trade Union Congress, the Federation Executive of the Labor Party and the Management Board of General Trade Unions, which now constitute the Joint Labor Board for the old country, was convened, representing this mass of humanity and further representing

96 per cent of the men who would have to do the fighting, I ask you to imagine these serious and terrible responsibility that had to be exercised in that conference room before they decided to support the Government.

What was the position prior to this outbreak? I want to say to you, as American trade unionists, that we were coolly and deliberately planning for the perfection of a large organization in order that we could come to death grips with the great social problems of the old country. We had nearly completed our plans; and in spite of the war we have since completed an arrangement between the miners and railwaymen and general transport workers of Great Britain, in order to avoid long starvation strikes and at the same time be such a power in our country that those great problems which are the result of feudalism and the heritage of despotism, and after problems arising from capitalism should be grappled with. We were tired of seeing the shoeless children; we were tired of seeing the maimed miner; we were tired of seeing the mutilated railroad man; we were tired of seeing children in the mills at the early age of thirteen. We were tired of all these things, and if the politicians would not legislate we determined to perfect our organization, and that compulsion should be behind legislation.

The aggregation of capital is growing, and it has grown even stronger, I believe, in the old country than it has in your country, because of the international character of our trade. The huge shipping federation with all its millions—the American Federation of Labor knows what that means, and so does Andrew Feruseth, because I venture to suggest that the great opposition to the Seamen's Act of America is inspired by that great shipping federation—that shipping federation is organized throughout the whole world, and is only one of the great capitalist organizations to contend with.

And then in the great London strike, and in the great miners' struggle of 1912, when the whole resources of the state were behind the employers, we came to the conclusion that the only way to grapple with these great social problems was by backing our demand by the strongest industrial force that the human mind could conceive. Then again, in spite of all that, in spite of all the opposition, we had accomplished something. Previous fraternal delegates must have told you of the advance we had made in the recognition of labor in the old country. We had made secure our position from the point of

view of picketing under the Trade Dispute Act; we had enacted the old age pension scheme, national health insurance scheme, etc.; we had brought pressure to bear to improve the legislation associated with working people in our factories; we were beginning to grapple with the maimed and mutilated motherhood of our country; and let me say that this is the greatest crime of all civilization in my opinion; the greatest crime of capitalism in general is that it is so soulless, so inhuman, so long as it can wrench profit, so long as the dollars can be wrrenched from the human body, whether it is a mother whose maternity has to be wrecked, who has to be made a physical ruin, whose child can be taken from school to labor, or the son denied a decent chance in life, everything within that sordid capitalist world has to be sacrificed to the wrenching from the human the highest point of production to render value to increase the dividend and profit. These are the things that were beside us when we came to that great decision to support the government. We had to choose. We thought of all our work; we thought of all our plans, and then another realization came—we may have been wrong in our deductions, but it was not the foreign policy of England that decided the labor movement, and I would like to say this in Berlin as well as in San Francisco, it was not that. It was not that we agreed that all the diplomats had done was right—no. We felt that at last the thing that the German Social Democrats themselves had told us was the great fight of the future had come. We found the fight which we thought would have been fought out between German labor and the German Junker party in their own country had enthralled us. It became a clash of institutions. We felt it was a clash between domination of militarism and the democracy of our own country; and, friends, let me say with all sincerity that that was the basis of the decision of the labor movement to support the war, because of that clash of institutions—it was this and this alone which led to the decision.

Then we determined to save the economic situation, and we made up our minds to this quite decidedly, that if famine came we would share with the rest of the community, but while our seas were open, while food was in the country, we would maintain the standard of living; we said, you shall not use this war to lower the standard of life which it has taken centuries to build up.

Friends, in every country there is the vulture class. You must have them in America,

Human instinct does not exist in that class; they have become so sordid that nothing appeals to them. I mean the man who says, here is a war, I can become a millionaire, grovel, you dogs, in the dust. Patriotism to them is in a speech upon a platform and looking for political honor. Patriotism with us means not merely love of country; I want to say that many years ago I decided that my patriotism should be love of class, which I think is a much higher patriotism. However, we had this vulture class. They immediately began to rob the women and children of the very men who had gone to fight; we had to fight them, but they were strong; they were strong in the nation; they were strong in the State Department. In order to stop their machinations and their exploitations, the labor movement had to come to the rescue. In spite of the great financial stress of England at the present moment, the labor movement has increased the cost per soldier from £100 per annum to £250 per annum; that means an increased allowance to his wife and children, an increase in the food of the soldiers and improvements in his clothing, better equipment that is being brought about to make his life as comfortable as possible, that is an increase from £100 to £250 per head per annum of those now under arms, and we don't regret it. I would double it if I could. If kings and nations are to have war, the more expensive that war is the less they will have of it. I want you to appreciate that. One gentleman in talking of conscription—a man who had fought us very bitterly in the transport trade—said: "If we only had conscription in Britain we could save so many millions per year." War, then, would merely be a pastime for them. They would be home while the other fellow was getting killed. The labor leaders told Premier Asquith: "If you will take over the means of living and prevent an increase in the cost of living we will not ask you for an increase of wages." He failed to accept our offer. We determined to maintain that standard of living that we had prior to the war while anyone else was making a cent out of the war. I think our policy is right, and it is just, and it is in accord with the best traditions of our movement.

And that is the reason of the great South Wales strike. When the cabinet minister went down to settle the strike he gave the miners what they asked for before the strike commenced. The sensible politician would have given it at first and thus avoided the strike, because if it was just and fair after the strike, it was just as just before the

strike commenced. You know what they thought. They thought because the men were out fighting, because the trenches were filled with miners from South Wales, because the minds of the men were filled with suffering, loss and death and rapine of war, that they would be able to trade upon that fact and keep the men in the mine. The miners have worked loyally and honorably since their concessions have been granted. I am very pleased, friends, the men took the attitude they did, because there was a time, not many years ago, when the employers would have succeeded, but they cannot succeed now. The man who is making money out of the war is being regarded in the old country as a man only fit to be socially ostracized. People shun him. In the old days it would have been: "He is a clever man; my word, he was smart," and he would have been made a peer, but today, and it is the greatest hope of the world when the great mass of humanity begins to look upon the so-called upper classes, as my friend Tillet says the dirty classes—because they never wash themselves and have to hire us to do it for them—when the so-called upper classes are socially ostracized when it is felt, and felt quite seriously, that a man's money is made by robbing the little children of the man who is fighting in the trenches.

Another thing that has become known as a result of this war was the tremendous power and influence of the great international armament ring. Pardon me, Mr. Chairman, for interfering with your politics, but when I have been reading your papers the articles are so much like those we read that it seems almost as if they were written by the same man. However, that armament ring was international in character. The British ring was represented upon the Krupp directorate, and the Krupp directorate was represented on the British ring. The shots that were made and fired in the Dardanelles and sunk our ships were made by British capital in Turkey. I said I wanted to tear the mask off, and I want to do it. It has a bearing on the whole of the working class movement. If you will read the diplomatic utterances of all the nations there is not a particle of evidence to show that either nation tried to get the grasp of the trouble; but all of them were arguing, "If you support this country will you refrain from supporting that country? If you do this, will you do that?" And the diplomacy of Europe for the last fifteen years has been the manipulation of balances to satisfy the ambition of kings, and I am sure that the people of Europe will soon have to choose between the

despotism of kings and the triumph of democracy.

The seeds of war are sown in courts; the policy is then developed by the financier and the great productive concerns, diplomats being their tools, and you cannot go on making fireworks without you let some of them off. And these works are so distributed all over the world. In spite of the war, the value of the human has been recognized, the concept of the wonderful value of the human form. The people are beginning to realize that the loss of limb, the destruction of brain, cannot be replaced by science. Science cannot replace an eye; cannot make a finger or produce one drop of blood in this greatest piece of mechanism of all nature.

The genius of labor is also being recognized and conceded by the greater mass of the people of the world. As I crossed your Rockies I thought of the wonderful development of labor, how it had burrowed into the bowels of the earth to bring forth the mineral, bridged the mighty chasms, pursued the stars and conquered the air, mastered the elements and harnessed the forces of nature for its uses and pleasures. No king or court has ever rendered to civilization one tithe of the service the early pioneer family rendered in crossing to this Pacific coast. The pioneers, objects of our admiration, who after all were rebels of the old world, who battled against wrongs and were buffeted and beaten and left for other shores to realize their dreams; your very beautiful cities, whose order in planning commands the attention of every visitor is the result of dreaming of these very pioneers, many of whom perished on that great trek. If I may, I will repeat the statement of my friend, Tillet, again, which he made to the Oxford professors: "Not any of the professors who have ever lived have done so much for civilization as the old navvy with his shovel."

Now I come to the last Trades Union Congress at Bristol. The great problem before it was the policy to pursue in regard to the war. I will only say that it decided, in spite of the sacrifice and the terrible cost, having regard for the institutions at stake, that the war must be won. The edifice which has taken centuries to erect, that has meant such terrible struggles on the part of our predecessors, that meant going to jail and even death to win, that freedom of the old country, were all challenged by military autocracy. I am convinced that if it was only the land and property of Europe that was at stake and no principle was involved, it would not be worth the sacrifice that is being ex-

acted, while no king in Europe is worth the sacrifice of a single life. I appeal to you to allow your imagination to realize what that cost means in human life. Lord Loreburn stated that the loss in killed and maimed in Europe was 15,000,000. In order to bring it vividly before your mind imagine the population of New York wiped out three consecutive times.

The next point at issue in that Congress was the question of conscription. Our position on the matter of conscription was clear. The privileges and regulations the trade unions had given up in the interests of their country—and you, friends, know what it means to the trade unions to allow the lower class of labor to be brought into the higher grades of industry—meant that the result of a century of struggle had been given away in the interest of the nation. The giving up of that, I say, is equal to the land owner giving his land, the financier his money, the railway director his railway, the mine owner his mine; and if national service has to be given the national resources must also go into the communal melting pot. If the country is in danger, then property is in danger; if property is to be saved from a foreign foe, then it has to be saved at the expense of the lives of the people; and we have decided that they shall not conscript our bodies unless they conscript every form of national asset within those islands.

The problems rising out of war and that will arise at the conclusion of the war are of very serious moment to the labor movement of the world. I hope you people in America will keep out of the war. And may God grant that this Federation may be the golden bridge over the welter of blood now flowing in Europe on which democracy can meet. You are the only great country in the western civilization not in the war. Your Federation has tremendous opportunities. When the time comes to discuss peace, when diplomats meet, national aspirations will have to be considered. You cannot impose a form of government upon a people by external force that is likely to be enduring. Ireland has proven that. We have tried to rule Ireland for a hundred years by coercion, by pressure in all forms, but Ireland's fight on for her freedom. The Poles are in a similar position. The subject nations of Europe contain the seeds of revolt which burst forth every now and then against external force; and I am convinced that if you recognize the individuality of peoples the United States of Europe can be made an accomplished fact.

Remember, my friends, that every effort will be made to exploit the weak and even use him against the strong. Our business in the trade union movement is to help the weak to become strong, protecting ourselves and not allowing him to be used against us. I note that you had an assessment to assist in the organization of women. Why did you do it? Because you recognized that woman was a competitive factor. You want to make her strong in organization, not only for her own sake, but for the sake of your industrial position as well. The same thing must happen to the weaker races; you must help them with all the power of your organization to become strong within their own borders in order that their economic development may be hastened and their competition lessened.

I will conclude by giving to you the fraternal greetings from a country whose heart is bleeding, whose homes are desolated; from the women whose boys are gone, whose husbands have said goodbye for the last time; from the child who calls for "daddy," only to see the empty chair; from the women whose travail is in anguish—I bring you fraternal greetings from all these, and express the hope that this war may be the last, that democracy may triumph and the peoples of the world may develop that great God-given life; it is theirs. Men there are who tell us that war is a biological necessity. To such a man I say: "You are one too many on this earth; go and shoot yourself!" Of what use, if that doctrine is accepted, is the great human mind? Man is an educative animal, he has the power, as I said before, to conquer the forces of nature, and there is no finality to the possibilities of the human mind.

As I passed through your great country I thought of its tremendous space, and that even then it was only a particle of the great globe, much of it unoccupied, and I was satisfied that Old Mother Earth from her bosom is able to feed and clothe all the human family. Decay will bring sufficient death to regulate the population without extermination by one another. There is room for all people to dwell in peace and plenty if her resources are organized and developed. Therefore, in spite of the black cloud overhanging the world and the apparent mockery of speaking of the International, when the war cloud has passed the people at conflict will begin to develop a greater freedom, rid of the military octopus which has held them down, and even yet I believe that the brother-

hood of man will not be a mere platitude of the platform, but will be an achievement of the forces of labor.

AGAIN POCKETS FOR WOMEN.

1. Because pockets are not a natural right.
2. Because the great majority of women do not want pockets. If they did they would have them.
3. Because whenever women have had pockets they never used them.
4. Because women are required to carry enough things as it is, without the additional burden of pockets.
5. Because it would make dissension between husband and wife as to whose pockets were to be filled.
6. Because it would destroy man's chivalry toward woman, if he did not have to carry all her things in his pockets.
7. Because men are men, and women are women. We must not fly in the face of nature.
8. Because pockets have been used to carry tobacco, pipes, whiskey flasks, chewing gum and compromising letters. We see no reason to suppose that women would use them more wisely.—United Mine Workers' Journal.

SOME VERY VITAL FACTS.

The Manley report which the United States Industrial Relations Commission has just ordered submitted to congress declares the following to be the conditions of labor and industry in America:

Of the millions and millions of workingmen in this country, one-third are poverty stricken.

Thirty-seven per cent of wives and mothers of workmen are forced to do hard work themselves to help keep the wolf from the door.

Five hundred dollars is the annual income of half of the wage-earning fathers.

Less than \$15 per week is the wages of two-thirds of the adult male workers.

Nearly half of the women workers earn less than \$6 per week.

Three or more persons occupy every sleeping room in thirty-seven per cent of the workers' homes.

Babies of the poor die three times as fast as those of the rich.

Nearly twenty per cent of the school children of this country are underfed and undernourished.

One out of every twelve corpses in New York is buried in the potter's field.

SCIENTIFIC MANAGEMENT AND LABOR

Editor *International Moulders' Journal*—By John P. Frey.

A few years ago there was introduced in several industrial establishments a system of management which was radically different in many of its features from any that had preceded it, and which its advocates announced was revolutionary in its results. The system was called "Scientific Management."

Claiming that the system had been developed as the result of thoroughgoing and scientific research and investigation by highly trained industrial and mechanical experts, its advocates held that when applied to industry it would eliminate economic waste by systematizing and standardizing the elements of production. It was asserted that it would make the workers more efficient through the special instructions and training it provided for, that it would safeguard them from injustice and the arbitrariness of employers and foremen, protect them from over-exertion and provide for higher wages than had previously been paid, and furthermore that it would eliminate industrial strife.

Owing to its application in part in Government arsenals, and a strike by the union molders against some of its features as they were introduced in the foundry at the Watertown Arsenal, "Scientific Management" received much publicity.

The House of Representatives appointed a committee, consisting of Congressman William B. Wilson, William C. Redfield and John Q. Tilson to investigate the system as it had been applied in the Watertown Arsenal. In its report to Congress this committee sustained labor's contention that the system forced abnormally high speed upon workmen, that its disciplinary features were arbitrary and harsh, and that the use of a stop watch and the payment of a bonus were injurious to the workers' manhood and welfare. At a succeeding session of Congress a measure was passed which prohibited the further use of the stop watch and the payment of a premium or bonus to workmen in Government establishments.

When the Federal Commission on Industrial Relations began its work it was decided that a further investigation of "Scientific Management" should be made, and Mr. Robert

F. Hoxie, Professor of Economics at the University of Chicago, was selected to undertake the work. The commission was fortunate in securing a man of Mr. Hoxie's caliber and training. For many years he had made a specialty of industrial problems, and was familiar through personal contact and association with the viewpoint, mental attitude and ideals of employers and workmen, organized and unorganized. Throughout the investigation he was treading on familiar ground, insofar as the principal problems which have arisen in our industries between the workers and the employers were concerned.

Mr. Hoxie was to devote a year to his investigation, and, as a part of this was to include a personal examination of a number of industrial plants which had applied the methods and principles of "Scientific Management," it was deemed advisable that he should be accompanied by two men whose training qualified them to act as expert assistants in calling attention to the actual conditions which would be encountered in these establishments, and their implications.

One of those appointed was Mr. Robert G. Valentine, ex-Indian Commissioner, and by profession an industrial counsellor, who, during recent years, had devoted most of his time to the development of the personnel features in large establishments. The question of Mr. Valentine's selection was referred to some of the leaders of "Scientific Management" before his appointment was confirmed by the commission on Industrial Relations.

The other expert was a trade unionist, and I was honored with the appointment.

The report which Mr. Hoxie submitted to the Commission on Industrial Relations was prepared after some thirty-five industrial establishments had been investigated, and interviews had been held with a much larger number of individuals connected with the management side, including such leaders of the "Scientific Management" systems as Mr. Frederick W. Taylor, Mr. Harrington Emerson and Mr. H. L. Gantt. Workers organized and unorganized, and trade union officials were also questioned.

In connection with this report it should be said that from the day that the Chief Investigator and his two assistants met to take up the field work there were daily conferences whenever they had jointly visited a plant, at which all information secured was discussed, and an earnest effort made to give the proper weight and value to the sometimes conflicting statements of workers and employers which were secured in the establishments investigated.

The investigators were impressed with the conviction that their work was not to compare one theory of management with another, or to investigate the theoretical postulates of "Scientific Management," but rather to discover the actual conditions affecting labor which existed in industrial establishments where the "System" was being applied and in operation. It was an investigation of "Scientific Management" as it affected labor directly and indirectly.

The report which was finally prepared by Mr. Hoxie, after consultation with his two assistants, was subjected to their criticisms and suggestions, until finally a common agreement was reached, so that when it was presented to the Commission on Industrial Relations it had attached the signatures of the three, who were in agreement with its contents.

It is necessary, before referring to the facts which were developed by the investigation, to indicate the preliminary work which was done by Mr. Hoxie previous to the field investigations, for the lines along which the investigation was carried on were determined almost wholly by the results of this preliminary determination of the points upon which it was necessary to secure information.

From the day that "Scientific Management" was given publicity, positive claims as to its great value to labor were made by its advocates, while as emphatic charges that its methods and practices were injurious to the workers were made by trade unionists. Some of these statements were contained in books, magazine articles and public addresses, while many of them were incorporated in the Congressional hearings which had been held, and the testimony given before the Commission on Industrial Relations in the early part of 1914.

These records were examined and from them approximately one hundred separate features of "Scientific Management" were secured, which its leading advocates claimed were beneficial to labor. Practically an equal number of separate charges were made by trade unionists against the system. This ex-

amination of the record, supplemented by personal interviews with leaders of both groups, supplied two lists, one containing the labor claims of "Scientific Management" and the other the charges against it made by the trade unions.

Such lists, however, were liable to have their accuracy challenged, and to prevent any such an issue from being raised afterwards they were submitted to high authority for revision and correction.

The list of the labor claims of "Scientific Management" was submitted to Mr. Frederick W. Taylor, Mr. Harrington Emerson and Mr. H. L. Gantt and others, and as the Taylor and Emerson systems differ in some respects their respective modifications or statements were separately recorded. The final result, however, was a list of the labor claims of "Scientific Management" which had the stamp of accuracy and completeness placed upon it by the recognized leaders of the cult.

The list of labor's charges against "Scientific Management" was brought to the attention of the executive council of the American Federation of Labor by Mr. Hoxie during the Philadelphia convention of that organization in 1914, with the request that a committee should be appointed to examine the list, with the object of making such modifications, additions or corrections as would be necessary to have it embody the trade union viewpoint. A committee was appointed for this purpose, and afterwards the list of labor's charges was carefully gone over by President Gompers, First Vice President Duncan and Secretary Morrison. This list contained some charges which had been made by individuals, with perhaps insufficient evidence to prove their accuracy, but inasmuch as they had been made publicly they were allowed to stand.

There were, therefore, two lists of statements, both of which had been given the highest endorsement as to their accuracy which it was possible to obtain. With these two lists before him Mr. Hoxie prepared a list of the vital points of difference between them. It was apparent that if the facts were to be acquired, detailed instead of general information would have to be secured, and that this might be systematically gathered a questionnaire was prepared, containing approximately seven hundred questions, the great majority so framed as to call for detailed information, and few permitting of a simple affirmative or negative answer. The questionnaire formed the foundation of the investigation, this being supplemented by the

material gathered through personal investigation of plants where production under "Scientific Management" was being carried on.

Mr. Valentine and I assisted Mr. Hoxie in the final revision of the questionnaire, and when this had left the printer's hand the field work was undertaken, with the object of securing such evidence as could be found which would justify either the labor claims made for "Scientific Management" or the charges made against it.

The plants where the investigations were made were representative establishments or those recommended or suggested by Mr. Taylor, Mr. Gantt or Mr. Emerson as those in which the standard methods of "Scientific Management" had been applied. These shops, therefore, afforded the most satisfactory field for studying "Scientific Management" at its best which could be secured. The plants visited covered a wide range of production, from cloth weaving, garment making and the manufacture of large machinery to printing establishments, shops operated largely by semi-automatic and automatic machinery, departments where hand labor rather than machinery was required, and a Government Arsenal.

The term "Scientific Management" was originally applied to the system of shop management which had been developed by Mr. Frederick W. Taylor. At present it is popularly used to designate any one of the several systems of shop management which embody in part certain of the prominent features which were first introduced by Mr. Taylor.

While all of the systems of "Scientific Management" have certain features in common, they also contain elements of difference, both as to their structure and the method of their application. It is, therefore, difficult to define "Scientific Management" in a manner which would satisfy all of the leaders of the several systems now in operation; for all general purposes it may be said that the term designates any of the systems of shop management which claim to secure greater productive efficiency through the systematic standardization of the elements of production.

A common feature of these systems is the planning out of the work by specialists so that it may be most economically handled and routed through the shop, the grouping of machinery and its operation at full capacity, the time and motion study of all mechanical and manual movements, so that the machines' possibilities and the workers' manual capacity can be analyzed into their minute elements

from which the task to be accomplished **can** be defined and fixed, and the stimulation of the worker through the payment of a **bonus** or premium, so that the task set will be **accomplished**.

The investigation which was made indicated that no plant had as yet applied **all** of the features of any of the systems to the establishment as a whole, and that practically every employer had made modifications of whatever part of the system had been introduced.

To illustrate the divergence found, the forms of wage payments may be taken. Originally there were three most prominently known, the premium, the task and bonus and the differential piece work. These may be termed basic forms, but some twenty-five or more variations of these were found to be in practice. Wide variations were also found in the manner of making time studies, and in the rules by which the worker's task was to be determined. It was also found that the same system, installed by the same efficiency engineer, would produce varying results in different plants, as far as the workers were by efficiency experts or managers, whose or altering the application of the system according to his temperament, viewpoint and his knowledge of the human problems created by modern industry.

The several systems of "Scientific Management" and their variations which were observed in actual operation were installed by efficiency experts or managers, whose names are prominent in the "Scientific Management" group, and no time was devoted to an examination of shops where "systems" had been installed by any of the charlatans and fakers who, during recent years, have reaped a rich harvest, owing to the employers' avariciousness or credulity. We were informed by the leaders in the established "Scientific Management" group that the number of charlatans and imposters far outnumbered those who were truly qualified as efficiency engineers and had secured a recognized standing among business men. These quacks, they held, were largely responsible for much of the disrepute in which "Scientific Management" is held by many employers and workers. Referring to them one eminent efficiency engineer said:

"At the present time there is a great dearth of men who are qualified by experience, training and temperament to establish in industry the principles of 'Scientific Management' and to develop a proper mechanism for the application of these principles. There are also some of these men who are perfectly sincere and honest in their efforts and do not

realize their shortcomings or lack of qualifications. Others have regarded so-called efficiency engineering as a means of earning an easier living and making more money than they would otherwise be able to do in other fields."

Another equally as well known efficiency engineer said:

"One trouble is that there are a large number of fakers installing systems under the guise of 'Scientific Management' and it is because of what they have done that workmen have just cause for complaint."

One expert informed us that "there were more fake engineers in 'Scientific Management' than in any other line," while one of the most prominent leaders said that the reason the competent efficiency experts had not succeeded in exposing all of the fakers and imposters was that these quacks outnumbered them five to one.

No effort was made to discover how many fakers there were professing to introduce "Scientific Management," but from the statements made to us it would seem that there are a large number. Upon this subject the Hoxie report says:

"'Scientific Management' as a movement is cursed with fakers. The great rewards which a few leaders in the movement have secured for their services have brought into the field a crowd of industrial patent medicine men. The way is open to all. No standards or requirements, private or public, have been developed by the application of which the goats can be separated from the sheep. Employers have thus far proved credulous. Almost any one can show the average manufacturing concern where it can make some improvements in its methods. So the 'Scientific Management' shingles have gone up all over the country, the fakers have gone into the shops, and in the name of 'Scientific Management' have reaped temporary gains to the detriment of the real article, the employers and the workers.

"Just who these fake 'Scientific Management' experts and time study men are it is impossible to tell, since no recognized standards of judgment exist. Accusations, indeed, are plentiful, but your investigator would not be warranted in repeating these. What proportion of the numerous failures of so-called 'Scientific Management,' of the positive errors and evils of time study, task setting and rate making in shops under this name are due to the work of these fakers is another matter on which no judgment can be passed, though scientific managers have variously estimated the fakers as four out of five, or nine out of ten. The certainty is that this element exists; that its representatives apparently cannot be clearly distinguished and set off under existing circumstances from the more legitimate 'Scientific Management' practitioners; that the legitimate 'Scientific

Management' group seems powerless to eliminate or control it; and that exposes employers and workers to the losses and injustices of crude and inaccurate industrial tinkering—all in the name of 'Scientific Management' and under the protection of its promises and claims."

The quacks' work, however, was not investigated. The facts which were gathered, the impressions which were secured, and the tendencies which were observed were all acquired through the investigation of plants in which 'Scientific Management' had been introduced by well known efficiency experts or managers.

The methods of introducing the systems varied according to the men, some going about their work in a diplomatic manner, other jamming it through with apparently little, if any, regard for the workers.

The president of one of the largest establishments told us that ———'s system of "Scientific Management" was without human element, and that the trade unionists were not to be blamed for fighting it because of the language which he had used in connection with labor.

"If," he said, "I had introduced 'Scientific Management' in the literal way in which ——— interprets it, I would have had a revolution on my hands, and the workmen would have been no good if they had not revolted."

From information secured it would appear that "Scientific Management" in its genesis gave but little, if any, consideration to the workers' rights and welfare, but confined itself closely to the problem of reducing the cost of production. When the system was first established it was largely applied to plants which had proved unprofitable through faulty management, with the purpose of again making them profit-making concerns, the efficiency engineer having charge of its introduction receiving his recompense only after the plants were able to again pay dividends.

It would seem that the workers' welfare and his status as a human being, a mechanic and a citizen, did not receive much consideration until labor had rebelled against the system, and directed attention to many of its features which affected labor injuriously.

Time and Motion Studies.

"Time and motion study," said Mr. F. W. Taylor, "is the accurate, scientific method by which the great mass of laws governing the best and easiest and most productive movements of men are investigated. These laws constitute a great code, which, for the first time in industry, completely controls the

acts of the management as well as those of the workmen. They substitute exact knowledge for prejudiced opinion and force in determining all the conditions of work and pay."

Time and motion studies are made with the assistance of split second watches, which enable the time and motion study men to time all motions, and from the analysis of the records thus secured and the study of the motions, to determine the time in which the work should be performed and the motions by which this is to be done. These studies are also made for the purpose of determining the most economical manner of doing the work.

Many of these time studies are exceedingly minute, some of the workmen's instruction cards showing as small an allowance as one hundredth of a minute for the performance of a part of the work, and make such fine distinctions as the allowance of two hundredths of a minute for laying down a wrench, while three hundredths are allowed for picking it up, as shown in the reproduction given from an instruction card for operation.

Instruction Card for Operation.

	Time allowed in hundredths of a minute
Put piece on arbor	.15
Pick up wrench	.03
Tighten expansion arbor	.15
Lay down wrench	.02
Run carriage up and set pointer at 0	.16
Put tool in post and set in center of pulley	.79
Put piece on stud and fasten ...	.24
Start machine	.02
Set tool for turning and throw in feed	.18
Turn outside dia. 2 in. run	1.64
Throw out feed	.01
Face inside and outside dia of flange	.82
Stop machine	.14

Much has been said about the scientific accuracy of time studies, for the efficiency engineers realized that, unless the stamp of accuracy was placed upon time studies and the tasks for workers to perform were set as a result, the scientific character of their theory, and its results when applied, would be successfully challenged.

At the beginning of the investigation it was apparent that scientific accuracy in the timing of work and the setting of a task was an impossibility, owing to the large amount of judgment which was required on the time

study men's part. The number of time studies to be made on a job before the task was set were determined by the time study man, with no other rule to guide him but his judgment. His judgment also determined how many of the workers should be studied in connection with a job, the type of workers to be selected, that is, whether slow, average of speedy, whether they were working normally while he was timing them, and the allowances he should make for fatigue and the other human factors. When these elementary time studies were analyzed it was the time study man's judgment which determined how many of the longest or shortest times would be thrown out, and the groups of times to be selected from which to strike an average, or whether the minimum times should be the ones chosen. In almost every establishment a different basis or rule for determining the times to be selected, from which the task would be determined, was found to be in operation. One time study man who was asked why he followed a certain rule in analyzing his time studies, naively informed us that he did not know how the rule was determined, but he "guessed the rule had been constructed so as to get the results which its inventor wanted."

(Continued in February Journal).

HOW TO KNOW A SELFISH WORKMAN.

The workman who does not believe in the Brotherhood of Man possesses no fraternal spirit, nor does he ever extend a helping hand to a weaker or unfortunate brother. When you hear a workman say he does not have to join the union to get good wages then you are listening to a selfish workman. When you hear a workman say that the union never did anything for him, he is either ignorant or he is another selfish workman. When you see a workman who is employed in an open shop and refuses to join the union you are looking at a selfish workman who is willing to reap what others have sown.

When you find a member of a union who refuses to pay his dues because he cannot be forced to pay, you have found one more selfish workman.

The selfish workman does not meet with any greater success in life than the workman who makes sacrifices to his fellowman, for the self-seeking individual by his niggardly ways stands in his own light and in the road of his own progress.—Carpenters' Trade Journal.

AN APPEAL FOR THE HATTERS

To All International and National Unions and Their Local Unions; to All State and City Central Bodies and to All Local Unions,

Dear Sirs and Brothers:—Will you give an hour? Not an hour to read this, but an hour of your labor in a righteous cause, on Hatters' Day, January 27, 1916?

The plight in which the hatters of Danbury Conn., find themselves arouses the concern and the sympathy of all the workers as well as of all liberty-loving citizens of America. The Danbury hatters have performed a service of historic importance in the struggle for industrial freedom.

Efforts of employers in America to keep their workers in subjection have been particularly heartless and unrelenting. They have used all their power and influence economic, political and particularly the courts. The legal theory that has enabled the employers through the courts to restrict the industrial freedom of their employes was based upon a concept that labor power was a commodity and that employers possessed rights derived from a kind of ownership of the labor power of their employes and "vested rights" derived from the right to do business. This principle was the basis for flagrant abuse of the injunctive writ and for interpretation of anti-trust law to apply to voluntary organizations of workers associated for the establishment of better conditions of work and for the maintenance of their personal rights and freedom.

When this abuse of the injunctive process and perversions of trust laws became so frequent and so dangerous as to menace the very existence of organizations of workers, the organized labor movement sought for cases pending in the courts that could be used as test cases to establish clearly through a decision from the highest court of the land whether there was judicial sanction for this principle which classified labor power as a commodity and which had been used to restrict efforts of workers to better conditions of life and work.

Organized labor could not, of course, begin to institute such cases. We had to wait until the cases were brought against our movement and select those which presented the fundamental principles involved.

Two cases were found illustrative of most flagrant injustice. They were the contempt cases against Messrs. Gompers, Mitchell and Morrison, and the suit that the so-called "Anti-Boycott Association" through D. E. Loewe and Company brought against the hatters of Danbury, under the provisions of the Sherman Anti-trust law.

During the early period of the case before the courts, the United Hatters of North America bore all the legal expenses involved. Then the membership of the entire organization throughout the country was involved in a great strike in which every available dollar of the organization was expended, and expended with victory resulting. It was during the time when the United Hatters of North America was in financial embarrassment that the American Federation of Labor was appealed to, and the A. F. of L. then assumed the financial obligation of meeting every expense of the case before the courts, involving the amount of \$98,756.02.

Twice the case was before the Supreme Court of the United States: In 1908, on a writ of certiorari, the Supreme Court held that Sections 1, 3 and 7, of the Sherman Anti-trust Act were applicable to the case and to all organizations of wage-earners organized not for profit, but for the securement of higher wages, a shorter workday and better working conditions, that is for human welfare; and again when the case came before the court upon the appeal from the decision of the Federal District Court, on January 5, 1915, when the Supreme Court of the United States rendered a final decision upon this case which had been pending in the federal courts for more than eleven years.

That decision reaffirmed the legal fiction that human beings, wage-earners, could be legally classified in the same category with commodities, control over which was to be regulated by the Sherman Anti-trust Act. Under this decision, the Sherman Anti-trust law, which was intended for the protection of the citizens of the United States, could be utilized as an instrumentality for depriving them of their rights as free men and women and for denying them control over their own labor power, a control inseparable bodies. Should such a decision prevail, they

could not maintain their freedom as workers or as citizens.

However, in the course of this case, legal opinions were given which established clearly from their personalities and from their living the judicial attitude toward organizations of workers and the legal rights of workers. These decisions established the basis necessary for demanding and securing remedial legislation, which should remove human beings from the purview of trust laws and for changes in injunction procedure, so as to insure to the workers their rights as free men and women and to differentiate clearly between human rights and rights derived from the ownership of property.

Before the final decision of the Supreme Court was handed down in the hatters' case, there was enacted into law the labor provisions of the Clayton Anti-trust Act, which declare:

That the labor power of a human being is not a commodity or article of commerce.

In addition, to declaring formally the difference between labor power and articles and commodities to which trust laws properly apply, the Clayton Act limits and regulates the uses of injunctions and forbids their use for purposes against which the workers had so long and so justly complained. Thus the hatters' case has been of incalculable service to all of the wage-earners of the country, establishing their rights and securing opportunities necessary for their protection and the continued betterment of industrial relations.

But as a result of the last decision of the Supreme Court, many of the Hatters of Danbury, Conn., find themselves in dire distress, for, in addition to deciding the principle against which they contended, the court also reaffirmed the award of damages against them. The award was for three-fold damages and interest accruing on that amount and costs, amounting in all to something over \$300,000.

During the early history of the case, the bank deposits and the homes of these members of the Danbury Hatters' Union were attached to insure payment of any award that the court might fix. During the more than eleven years that the case had been pending, some of the members of this union have died. The survivors were always and are now under the burden of imminent loss of their little savings and their homes, and suffered in mind and in body, and so have their dear ones and those dependent upon them.

It must be understood also that the suit was brought against members of the Hatters' Union who had reached ripe old ages, ages ranging from 60 to 80 years. They were selected by Loewe simply because they had some little savings, some ownership in their modest homes. Because of their ages and enforced indigent condition, made indigent by the attachment, every device was planned that their condition might be relieved.

It is a matter of common information that the framers of the Sherman Anti-trust Act did not intend that law to apply to the normal activities of wage-earners. This fact augmented the injustice of the decision against the Danbury hatters and the award of three-fold damages and interest thereon. The Danbury hatters were the innocent victims of the government, due either to the fact that the Congress of the United States had not been able to write plainly into law its intentions, or to the fact that the judiciary had misinterpreted the law enacted by Congress. Whether the fault lay with Congress, or with the judiciary, the consequences of the fault ought not to fall upon the Danbury hatters. The contentions of organized labor in this matter were manifestly strengthened by the action of Congress in enacting the labor sections of the Clayton Act. Therefore, the hatters presented to Congress a petition asking for a special appropriation for the payment of this award that thereby the government should assume the consequences of the mistake, made either by Congress or by the judiciary.

The representatives of the A. F. of L., and of the hatters' organization, and members of the Danbury Hatters' Union appeared before the House Appropriation Committee in behalf of this petition. However, the committee failed to report the appropriation to the House.

The Executive Council of the A. F. of L., realizing the awful plight in which these aged Danbury hatters were thus placed, reported these matters to the San Francisco Convention. The convention authorized and instructed the Executive Council to send out a notice and an appeal—which is hereby made—to all international and national unions, to all local unions, and to state, county and centy central bodies urging all members of organized labor to contribute their earnings for the second hour of any shift worked on Thursday, January 27, 1916, to the relief of their fellow-workers—the aged Danbury hatters. That date was selected as particularly appropriate, because it is the birthday of the President

of the American Federation of Labor, who has given a lifetime of devotion to the cause of labor and humanity.

The Danbury hatters did not falter in that which they did for the benefit of all organized labor and for all of the workers of the country. They did their duty; they made the test and upon them has fallen the consequences of the injustice of the then existing conditions. All other workers participate in the benefits which have grown out of their struggle, and it is but just that they should also help to relieve the victims. If the Danbury hatters or the hatters' organization were left to bear the full weight of the burden, it will mean to them great suffering and great hardship. Every member of organized labor is urged to do his duty in this matter and to bear his share in the common struggle to establish industrial justice.

Members of local unions should pay their contributions to their local secretaries, who should send the sum total collected to the Secretary of the A. F. of L., who will receipt for the same and promptly forward it to Mr. Martin Lawlor, Secretary, United Hatters of North America, who will use the money for the exclusive purpose of relieving the hatters who were made the victims of the greed and rapacity of the so-called "Anti-Boycott Association" and Loewe, the Danbury hat manufacturer. Mr. Lawlor will publish a complete list of all contributions received and the payments made and to whom paid.

In order to perform our whole duty and to manifest our entire appreciation and sympathy with the hatters of Danbury in their plight it is particularly fitting that special meetings of central bodies and local unions should be held before, upon or approximately near to January 27, 1916, that local unions and central bodies impress upon the members of organized labor their duty to—

Contribute the wages of an hour's labor, the second hour of the workday or shift of January 27, 1916.

That the contribution of that hour's wages be made promptly and that the same be transmitted to Frank Morrison, Secretary of the A. F. of L., Ouray Building, Washington, D. C.

Meetings for the purposes indicated might be held with fitting exercises to help bind the organized toilers of America more closely together with bonds of fraternity, sympathy and mutual helpfulness and a greater determination to struggle unitedly on for the dawn of a better day among the toilers of America.

Men and women of Labor, give an hour—
an hour of your labor—in a most righteous cause.

Fraternally yours,
Executive Council, American Federation of Labor.

SAMUEL GOMPERS,
President,
FRANK MORRISON,
Secretary,
JAMES DUNCAN,
First Vice-President,
JAMES O'CONNELL,
Second Vice-President,
D. A. HAYES,
Third Vice-President,
JOS. F. VALENTINE,
Fourth Vice-President,
JOHN R. ALPINE,
Fifth Vice-President,
H. B. PERHAM,
Sixth Vice-President,
FRANK DUFFY,
Seventh Vice-President,
WILLIAM GREEN,
Eighth Vice-President,
JOHN B. LENNON,
Treasurer.

COLLECTIVE ACTION.

Here is a story which vividly illustrates that which is very helpful to workingmen—organization:

A planter down in Kentucky had just employed a strange negro as a mule driver. He handed him a brand new blacksnake, climbed up on a seat behind a pair of mules and asked the darky if he could use the whip. Without a word the mule driver drew the black lash between his fingers, swung it over his head and flicked a butterfly from a clover blossom alongside the road over which they were traveling.

"That isn't so bad," remarked the planter. "Can you hit that honey bee over there?"

Again the negro swung the whip and the honey bee fell dead.

Noting a pair of bumble bees on still another blossom, the darky swished them out of existence with the cracker of his new blacksnake and drew further admiration from his new employer.

A little further along the planter spied a hornets' nest in a bush beside the highway. Two or three hornets were assembled at the entrance to the nest.

"Can you hit them, Sam?" he inquired.

"Yes, sah; I kin," replied the darky, "but I ain't agoin' to; dey's organized."—Labor Clarion.

... EDITORIAL ...

The Shoe Workers' Journal

ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.

CHARLES L. BAINE,



246 Summer Street,

Boston, Mass.

WELCOME 1916!

Though rational persons will never wish time to pass, but would rather make the most of every hour they have to live, the passing of the year 1915 will occasion few regrets.

The year 1915 has been a hard year all over the world. The European war has raged with incessant fury throughout the year. Millions of men have been killed or maimed for life and billions of property has been destroyed.

The flower of the manhood of Europe is being sacrificed, the future of the human race is being impaired, families are bereft in this gratest tragedy the world has ever known.

The industries of neutral nations have been prostrated directly and indirectly by the war and there has been much hardship and loss of employment by wage earners. Our own trade has suffered in common with others and members of our union have suffered much from loss of work. During the last part of 1915, however, there has been a vast improvement in business and employment so that while we speed the passing of 1915, we enter upon the new year under much more favorable conditions and prospects.

Most of the severe ordeals of life are accompanied by lessons to those who suffer if they care to learn and to profit by their experiences, however unpleasant those experiences may be. The year 1915 with all its hard times has served at least to show that our union is not merely a fair weather institution, but one that can be relied on in the most acute periods of business depression.

The financial receipts of this union for the year 1915 were the largest of any year in our history as a union. The General Union share received during the year amounted to \$345,082.37. The month of December, 1915, showed the largest receipts for any month

in our history, amounting to \$35,156.93.

During the year \$108,114.88 was paid out for sick, death and disability benefits. Strike benefits were only \$686.00 and victimization benefits were \$389.00. There is more money in the treasury of the union now than at any previous time in the history of the union.

The small amount of the strike benefit is gratifying, because it shows that strikes cut little figure in our trade, and that we are able to get a fair adjustment of our grievances without resorting to strikes, and this is true even in those centres where our members are not working under our Union Stamp arbitration contract.

The process of wage betterment and the adjustment of wage differences by mutual agreement has gone steadily forward during the past year. The depression seems not to have impaired the efficiency of the union in the slightest degree and we enter upon the new year stronger than ever before, in spite of all the opposition we have met.

We have every reason to welcome the year 1916, and to have faith that our union, having come through the depression with added strength, will be of even more service to the members in the future.

BY THIS SIGN WE SHALL CONQUER.



When the Boot and Shoe Workers' Union was formed in April, 1895, the Union Stamp was adopted as per the above design. It was printed on the official letterheads of the union accompanied by the Latin words, "In hoc signo vinces," meaning, "By this sign we shall conquer."

The stamp and the declaration bore witness to the faith of its desiners in trade union labels, but the progress was slow for a long time. During the years 1895, 1896, 1897 and 1898, the employers in our trade seemed to look for opportunities to engage in conflict with our poorly prepared unions in various shoe centres and one defeat followed another until our union had dwindled to a mere handful and financial resources were near the zero point.

Still the Union Stamp stood on our stationery accompanied by its Latin declaration, though the union whose conquering sign it was alleged to be bid fair to expire at an early date.

In the latter part of 1898 when the union was at a very low mark, battered nearly to death by a succession of unsuccessful strikes and lockouts, the first arbitration contract was made. In the following June the union was reorganized by the adoption of a new constitution at the Rochester, N. Y., convention, and since that time the Union Stamp has become a most powerful factor in the relations between shoeworkers and their employers. When the new constitution with its high dues and benefits put a substantial organization behind the Union Stamp, it became the conquering sign it was intended to be.

When we assert that the union has gone through the past year as no other union of shoeworkers in North America has ever done or was ever called upon to do, we pay a strong tribute to the Union Stamp and its Latin declaration.

The Union Stamp and its arbitration agreement preserves the union membership and financial strength during depression and panic.

It prevents reductions in wages even in hard times, and gives an opportunity for fair adjustment of disputes at all times, either good or bad times.

Because of the workings of the Union Stamp contract, there is an upward tendency of wages in Union Stamp factories, and because of the membership and finances assured to the union by the Union Stamp the union has the strength to secure satisfactory wage settlements in factories that do not use the Union Stamp, provided the employees of go forward to new high standards of effectiveness and benefit.

couraging beginning, the conquering sign will Latin phrase a reality from the most dis-satisfied factories are members of this union.

"By this sign we shall conquer" is becoming a reality. It has already revolutionized the labor conditions of the shoe industry. How much farther it will go in improving the condition and wages of the shoeworkers remains for the shoeworkers to decide. If the shoeworkers of the present date have the faith that made the Union Stamp and its

All shoeworkers should remember that whatever results the Union Stamp has assisted in producing thus far have been accomplished in spite of factional opposition among the shoeworkers.

Secession and dual unionism have failed to prevent the Union Stamp from benefiting this union and its members. Yet how much greater the benefits might have been had there been no secession or independent movements of shoeworkers. The independent groups of shoeworkers are at best leading a precarious existence. They are not holding their own either numerically or financially. All that they are doing is to stand in the way of that unity and complete success that can be realized when the shoeworkers lay aside their independent factional movements and unite under the conquering sign of the Union Stamp.

TAKE ADVANTAGE OF COMPETITION

One of the elements of strength in the trade union label idea is that it enables the members of the unions, who are sincere and consistent in demanding union labelled goods to take advantage of competition to an extent that is helpful to the labor cause.

Going back to the early history of our own Union Stamp, which was adopted in April, 1895, we find that no shoe manufacturer was using it at the beginning. Circulars were sent out asking other trades to appoint committees to wait on shoe dealers and request them to carry Union Stamp shoes. Many unions of our sister trades complied with our request and some dealers, being desirous of getting the patronage of the union members of their locality, wished to know where they could get shoes bearing the Union Stamp.

Sometimes the sister union that had sent out such a committee would write our headquarters, asking where union stamped shoes could be procured, and we were obliged to reply, "There are none, but if you will keep on calling for them we will get them in time." Our Union Stamp, as it is today, had just that humble start. For all that it is we have to thank the members of other trades who helped us take advantage of competition.

Under competition the margin between the success and failure of a merchant is small. Suppose there are twenty shoe stores in a small city. If one of them loses twenty per cent in the volume of trade, that is his sales fall off one-fifth he may fail. On the other hand, if he can increase his sales ten per cent it may mean a satisfactory business. Therefore, if he believes a certain numerous element in his community want shoes with the Union Stamp he wants to have them in stock and will get them if possible.

Results have been accomplished along these lines by only a fraction of the strength of union labor being exerted. If all the members of organized labor would demand union made goods of all kinds they would take advantage of competition to such an extent as to practically drive the non-union goods out of the market. When merchants find they must carry a full stock of union label goods to get the union trade, they will soon cease to carry a duplicate stock of non-union goods for which there is no demand.

But the condition where all members of unions do their full duty by union labels has not arrived. Undoubtedly more union members do buy union label goods than formerly, but still there are many who are heedless and indifferent, and it is the action of the minority upon which the union labels must rely to influence the dealers and to take advantage of competition. This being so anything that transfers the demand and patronage of that minority away from the dealers removes any incentive for the dealers to carry union label goods.

Thus a co-operative enterprise may be distinctly detrimental to the union label cause and to labor, for by taking patronage and demand from regular dealers and transferring such patronage and demand to a co-operative store, the regular dealers are left without any demand for union label goods and, therefore, no incentive to put union label goods in stock.

When a regular dealer sees a co-operative store start to carry goods he has been requested to carry, he has no feelings of friendship for the unions that have attempted to give him new competition. He becomes hostile to the union label and to the labor cause.

Meanwhile, the co-operative store is patronized by stockholders looking for private profit and by the members who are loyal to union labels, while the members who are not loyal to union labels are trading at the stores of the dealers who are not carrying any union label goods because they have no demand for them.

In the early history of this union a co-operative shoe store movement was started in Haverhill and Lynn. The movement was opposed by the officers of the General Union for the reasons given above. The movement failed as it deserved to fail. If the movement had succeeded it would have centralized the demand for Union Stamp shoes into the co-operative store in any city where such a store was located and would have left the other shoe stores without demand for Union

Stamp shoes and disposed to handle only shoes without the Union Stamp from motives of resentment because of loss of trade from the starting of the co-operative store.

There can hardly exist in the mind of any intelligent member of organized labor any doubt that it is better for the labor cause to have twenty stores handling more or less union label goods that are being sold to some extent to the public that do not call for them, than to have the limited demand for union label goods concentrated in one co-operative store, while the same twenty stores are selling non-union goods exclusively, not only to the public who do not call for union label goods, but also to the union members who do not call for union label goods.

To centralize the limited union label demand into one store may possibly be profitable to the stockholders, though such ventures seldom succeed, but it is certainly bad for the union label cause. It turns the power of competition most effectively against us when what we need is to take the largest possible advantage of the keenness of competition.

SEEING HALF TRUTHS TOO LATE.

We have before us a Lynn newspaper report of a banquet given to M. J. Tracey, January 1, 1916, on the occasion of his retirement from office in the faction he has essayed to lead. For over six years Tracey led this faction from failure to failure. He leaves it a discredited faction with an empty treasury and is tendered a banquet in celebration of the glorious event.

In recognition of the services of Tracey in ramming the one-sided "peace pact" down the throats of the shoeworkers of Lynn there were several shoe manufacturers present to tell what a great man Tracey has been and to predict his success in a future that is not specified.

The mayor of the city and men prominent in the Lynn Chamber of Commerce were there to testify to the good work Tracey had done, and at the finish a substantial check was presented to Tracey in recognition of his personal worth and valuable services.

It is easy to understand that the Lynn shoe manufacturers, the Mayor and the merchants of the Lynn Chamber of Commerce would be interested in preserving the so-called "peace pact" which caused the lasters to revolt, and which Walsh condemned while a candidate, but says nothing about now he is elected. The newspaper said that it was understood that the manufacturers contribut-

ed towards the cash present to Tracey, which may well be true, for he has certainly served their interest at the end of his term better than any one else.

An obvious purpose of the affair was to emphasize the importance of agreements between employers and employes, and the keeping of said agreements on both sides. Here the "peace pact" was undoubtedly referred to. This faction organized over six years ago on the declaration that there should be no agreements between the union (f) and any employer. What a change has come over their dreams.

Attorney Mansfield was the chief speaker of the evening, and both he and Tracey advocated the trade agreement and strict adherence to the same. This was apparently one word for the "peace pact" and two words for the manufacturers who were present at the ringside and contributors to the purse.

Mansfield cast aside strikes and even arbitration as a solution of labor troubles and advocated the trade agreement to cover a period of years. The notorious "peace pact" covers a period of years and has practically no arbitration worthy of the name. Therefore, it meets with the approval of Mansfield, who knows about as much about labor matters as a pig knows about astronomy.

Mr. Mansfield did not explain how a trade agreement can remain in peaceful operation in the absence of arbitration. When an agreement expires and the parties cannot agree and they cannot arbitrate how can an agreement be reached?

In our arbitration contract we have a much better form of trade agreement than the "peace pact" that Mansfield and Tracey are defending. The "peace pact" has produced anything but peace. Under it nothing can be taken up except new work. On old work the hands of the shoeworkers are tied during the life of the contract.

To the extent that the faction Tracey has led to zero are now beginning to see the need of a trade agreement, they are seeing half truths too late. They have wasted more than six years of effort for an impossible cause and can now see only a part of the truth.

Some day the shoeworkers of Lynn will come to realize that their place is in the one union of the shoe trade that is recognized in the labor world and that has demonstrated its Union Stamp and arbitration contract to possess the elements of justice to the workers and peace to the community. That selfish factional leaders will postpone the day as long as they can is probable, but that

eventually their objections and sophistries will be swept aside is certain. The rank and file cannot always be cajoled into continuing to support rank failure.

EFFICIENCY FROM THE LABOR VIEWPOINT.

So much has been said upon the much mooted question of "Efficiency" or "Scientific Management" that much confusion of thought has resulted, and many people have come to think with the foremost advocates of "Scientific Management," that labor in general, is inefficient, wasteful, indolent and disloyal to itself as well as to employers.

All that has been said in favor of "Scientific Management" has been given a flavor of hostility to labor. The essence of it is that labor should do more work at a less proportionate cost. This in itself causes labor to look upon it with suspicion.

Advocates of "Scientific Management" profess it to be their purpose to benefit labor by training labor to avoid lost motion and become more efficient so as to be able to do more work at lower cost, yet earn more pay with less physical strain. This is where the college trained man proposes to get a living without work by telling the workers how to do more work.

Those who have nothing to do but to advocate "Scientific Management," have plenty of time to advance their fine spun theories and to give them publicity. Newspapers and magazines readily publish accounts of how a new system of labor enables two days' work to be done by a man who could only do one day's work before. Therefore, the so-called "Scientific Management" has had much favorable publicity while its opponents have mostly been rewarded with criticism.

Employers and employers' publications are the clients and supporters of the efficiency experts. Therefore, the experts cater to the employing interests, in every way trying to foster the impression that the employer is being cheated out of 50 cents of every dollar paid to labor.

The opponents of "Scientific Management" have no money making interest to serve; therefore, it is seldom that any one takes the time or trouble to do the unpaid work of making a close analysis and study of the claims and pretenses of the "Efficiency" men.

Such an analysis has appeared from the pen of John P. Frey, editor of the "Molders' Journal," and we take pleasure in calling attention of our readers to the same as the

most comprehensive treatment of the subject from the labor viewpoint that has come to our attention.

Brother Frey considers the subject under the headings "Time and Motion Studies," "Apprenticeship," "Specialization and Standardization of Labor," "Overspeeding," "Industrial Democracy," "General Labor Problems," etc. He goes into each phase of the subject exhaustively, quoting the various authorities liberally and lays their purposes bare—stripped of their cloak of fair professions.

All in all it is a complete exposure of the sordid and mercenary purposes of the whole efficiency scheme and labor is indebted to Brother Frey for his loyal work, which is comprised in a thirty-page pamphlet.

We are printing in this issue the first installment of the pamphlet and shall continue from month to month until completed. We feel sure that a careful reading of the series will give our readers considerable information upon the subject.

BRIEFS.

Welcome, 1916!

Our union has reached the highest point in membership and finances.

This is a good starting point from which to begin the new year. It looks like starting the new year right.

When we leave the worst year behind and realize we have the best union we ever had, it ought to give us courage and determination for future achievement.

Our enemies have been unable to weaken us by their opposition. No one can stop us but ourselves. If the members of this union resolve to push it several notches farther along the highway to success they will do it. All that is needed is the co-operative effort of the members.

Our opponents have been forced to copy from us one thing after another. Being so unsound as to advocate disunion of labor, they cannot copy correctly. Therefore, everything they do reflects their unsoundness, so they fall short of good results in every move they make. Their "peace pact" at Lynn resulted in strikes and revolt. They are very near the end of the road for the reasons that Walsh, their new Mogul, gave in his campaign for election.

In our Union Stamp we have a powerful weapon for good. When a new factory adopts it we transfer so many employes from the non-union ranks to the union roster: So many more shoes are taken from the volume of non-union shoes and added to the Union Stamp shoes. It is that much easier for consumers to buy union stamped shoes. So many more shoeworkers are working under a trade agreement that provides for the mutual adjustment or arbitration of any wage dispute that may arise. All of these are steps in the advancement of labor. We owe a duty to the labels of other trades. Their support was what made our Union Stamp what it is today. Our support helps us to help them; so must our support help them to help us. Thus are all the interests of labor interlocked. The only way for labor to advance is for each trade or calling to support every other trade or calling.

There are trades that have no union label and we must support them. Carpenters, painters and building trades generally have no union label, yet they are an important part of the labor movement in every community. Our locals should be active in every central labor body where they are located and should demonstrate by their acts that the shoeworkers are ready at all times to support their sister unions of other crafts in every contest where the interests of wage earners are involved. Remember, every time you boost a sister union you strengthen your own.

THE POWER OF SELF.

One ship drives east, another drives west,

While the selfsame breezes blow;

'Tis the set of the sails and not the gales

That bids them where to go.

Like the winds of the sea are the ways of
Fate

As we voyage along through life;

'Tis the set of the soul that decides its goal,

And not the calm or the strife.

—Ella Wheeler Wilcox.

GUILTY.

A young lady attended a fashionable party where a noted pianist was the lion of the evening. After the artist had played several selections, the young lady learned over to an elderly gentleman sitting next to her and queried:

"What do you think of his execution "

"I favor it," was the response.

.. FRENCH DEPARTMENT ..

BIENVENUE A 1916.

Raisonnement parlant on ne désire jamais que le temps s'écoule, mais l'on cherche toujours à profiter de toutes les heures de notre vie. Cependant, le fait que 1915 est du domaine du passé sera cause de peu de regrets.

L'année 1915 a été dure par tout le monde. La guerre européenne n'a cessé son travail avec une furie qui ne s'est pas rallentie. Des millions d'hommes ont été massacrés ou estropiés pour la vie et des billions de propriétés ont été détruites.

On a sacrifié la fleur de la virilité de l'Europe; on a compromis l'avenir de la race humaine, et les familles sont ruinées par la plus terrible tragédie que le monde ait jamais connue.

Les industries des nations neutres ont été renversées directement ou indirectement par la guerre et il y a eu de grandes privations et beaucoup de pertes d'emploi chez les travailleurs à gages. Notre propre métier a souffert en commun avec les autres et les membres de notre Union ont perdu beaucoup de travail. Toutefois, durant la dernière période de 1915, les affaires se sont améliorées sensiblement, et si nous ne regrettons pas que 1915 soit terminé, nous entrons dans une nouvelle année avec des conditions et perspectives bien plus favorables.

Presque toutes les plus rudes épreuves de la vie sont accompagnées de leçons pour ceux qui souffrent et veulent profiter par l'expérience, toute désagréable qu'elle puisse être. L'année 1915 avec tous ses temps difficiles a servi au moins à démontrer que notre Union n'est pas seulement une institution de beau temps mais une sur laquelle on peut se fier durant les périodes les plus difficiles de dépression commerciale.

Les recettes financières de cette Union pour l'année 1915 ont été les meilleures de notre histoire. La part de l'Union générale durant l'année s'est élevée à \$345,082.37. Le mois de décembre 1915 a donné les meilleures recettes d'aucun mois dans notre histoire—le montant s'étant élevé à \$35,156.93.

Durant l'année nous avons payé la somme de \$108,114.88 en bénéfices pour maladie, mortalité et incapacité. Les bénéfices pour grève n'ont été que de \$686.00, et \$389.00 ont été déboursés pour intimidation. Il y a plus

d'argent que jamais dans le trésor de l'association.

Nous avons raison de nous féliciter sur le petit montant déboursé pour grève, ce qui prouve que les grèves ont peu d'importance dans notre métier, et que nous pouvons régler nos difficultés à l'amiable sans y avoir recours. Ceci est même vrai des centres où nos membres ne travaillent pas d'après notre contrat d'arbitrage avec le Cachet de l'Union.

Le procédé de l'amélioration des gages et du règlement à l'amiable de toute difficulté s'y rapportant a progressé fermement durant l'année écoulée. La dépression ne paraît avoir entravé l'efficacité de l'Union d'aucune manière et nous commençons la nouvelle année plus forts que jamais, en dépit de toute l'opposition que nous eue.

Nous avons toutes les raisons de bien accueillir l'année 1916 et d'avoir foi en notre Union. Comme nous avons traversé cette dépression en augmentant notre force, nous serons encore plus capable de rendre service à nos membres à l'avenir.

A CE SIGNE NOUS VAINCRONS.

Quand l'Union des "Boot and Shoe Workers" fut fondée en avril 1895, le Cachet de l'Union fut adopté tel que désigné plus haut. Le dessin parut sur le papier officiel de l'Union, accompagné des mots latins "In hoc signo vinces," ce qui veut dire, "À ce signe nous vaincrons."

Le Cachet et la déclaration portèrent témoignage de la foi des auteurs dans les labels des unions de métier; mais, pendant longtemps, le progrès fut lent. Durant les années 1895, 1896, 1897 et 1898, les patrons de notre métier semblèrent chercher l'opportunité d'un conflit avec nos unions pauvrement préparées dans les centres à chaussures; les défaites se succédèrent jusqu'à ce que notre Union fut réduite à une simple poignée avec des ressources qui frisaient le zéro.

Pourtant, le Cachet de l'Union demeura sur notre papier avec sa déclaration latine, quoique l'Union avec son signe de conquérant indiquait une mort prochaine.

Durant la dernière partie de 1898 quand l'Union était à sa plus simple expression, frappée presque à mort par une succession de grèves et de lockouts sans succès, le premier contrat d'arbitrage fut formulé. Dans le mois

de juin suivant l'Union fut réorganisée par l'adoption d'une nouvelle constitution au congrès de Rochester, N.Y., et depuis cette date le Cachet de l'Union a grandement contribué aux bonnes relations entre les ouvriers en chaussures et leurs patrons. Quand la nouvelle constitution avec ses cotisations élevées et ses bénéfices placèrent une organisation de mérite pour appuyer le Cachet de l'Union, ce Cachet devint le signe de victoire que l'on désirait.

Quand nous affirmons que l'Union a traversé l'année terminée comme aucune autre Union d'ouvriers en chaussures de l'Amérique du nord l'a jamais accompli, ou a jamais été appelée à le faire, c'est un tribut de reconnaissance que nous offrons au Cachet de l'Union et sa déclaration latine.

Le Cachet de l'Union et son contrat d'arbitrage conservent l'identité de notre association et sa force financière durant les périodes de dépression et de panique.

Il empêche les réductions de gages durant les temps difficiles, donnant l'avantage de régler toute dispute d'une manière équitable, en tout temps, quand tout va bien comme quand tout marche mal.

Comme résultat de notre contrat d'arbitrage et de notre Cachet d'Union, les gages ont une tendance à monter dans les manufactures qui se servent du Cachet; et, à cause du nombre de membres et des finances assurés à l'Union par ce Cachet, notre association a le pouvoir de garantir des réglemens satisfaisants dans les manufactures qui ne se servent pas du Cachet de l'Union, pourvu que les employés de ces manufactures fassent partie de cette Union.

"A ce signe nous vaincrons" devient une réalité. Ce signe a déjà révolutionné les conditions laborieuses de l'industrie cordonnière. C'est aux ouvriers en chaussures de décider jusqu'à quel point cette devise améliorera les conditions et gages du travailleur dans ce métier. Si les ouvriers en chaussures de l'âge présent ont la foi qui firent le Cachet de l'Union et sa devise latine une réalité d'un début des plus décourageant, le signe de conquérant marchera de l'avant pour parvenir à de nouveaux étendards encore plus élevés d'efficacité et de bénéfices.

Tous les ouvriers en chaussures devront se rappeler que les résultats obtenus par le Cachet de L'Union jusqu'ici, l'ont été en dépit de l'opposition de factions parmi les ouvriers en chaussures.

La scission et l'unionisme double n'ont pas réussi à empêcher le Cachet de L'Union de bénéficier notre association et ses membres. Cependant, il est évident que les bénéfices

auraient été plus considérables si la scission et les mouvements indépendants des ouvriers en chaussures n'avaient fait obstacle. Le groupe indépendant des ouvriers en chaussures a une existence des plus précaire, pour dire le moins. Ce groupe ne tient pas son rang en nombre et en finances. Ces gens ne font que faire obstacle à l'unité et au succès complet qui pourraient se réaliser si tous les ouvriers en chaussures mettaient de côté ces mouvements d'indépendance pour s'unir sous la bannière victorieuse du Cachet de L'Union.

PRENEZ AVANTAGE DE LA COMPÉTITION.

Un des éléments de force de l'idée du label dans l'Union de métier permet aux membres des unions, qui sont sincères et persistants dans leurs demandes pour des produits portant le cachet, de prendre avantage de la compétition à un degré qui est utile à la cause laborieuse.

Si nous retournons eu début de l'histoire de notre propre Cachet de l'Union, adopté en avril 1895, nous voyons qu'aucun manufacturier de chaussures s'en servait alors. Des circulaires furent envoyées demandant aux autres métiers de nommer des comités pour visiter les négociants en chaussures afin de les prier de tenir en vente des chaussures portant le Cachet de l'Union. Plusieurs unions-soeurs se rendirent à notre demande et visitèrent quelques négociants, qui désireux d'avoir la clientèle des membres unionistes de leur localité, demandèrent où ils pourraient avoir des chaussures portant le Cachet.

Quelques fois, l'union-soeur ayant envoyé un comité, écrivait aux quartiers-généraux, demandant des renseignements, et nous répondions à ces communications en leur disant: "Ces chaussures n'existent pas encore, mais si vous insistez sur ce point nous les aurons en temps et lieux." Notre Cachet, tel qu'il existe aujourd'hui, eut exactement cet humble début. Pour son importance actuelle nous devons remercier les membres des autres métiers qui nous ont aidé à prendre avantage de la compétition.

Dans la compétition, la marge entre le succès et la faillite d'un négociant est petite. Supposons qu'il y ait vingt magasins de chaussures dans une petite ville. Si l'un perd vingt pour cent de sa clientèle, c'est une diminution d'un cinquième qui peut le conduire à la banqueroute. D'un autre côté, s'il peut augmenter son commerce de dix pour cent, il fera sans doute des affaires satisfaisantes. Conséquemment, s'il croit qu'un certain élément dans sa localité désire des

chaussures portant le Cachet de l'Union, il les aura en vente s'il y a possibilité.

On a accompli beaucoup de ce côté au moyen d'une fraction seule de la force de l'union de travail. Si tous les membres du travail syndiqué demandaient des produits de toutes sortes portant la marque reconnue, ils prendraient avantage de la compétition à un tel point, qu'ils feraient pratiquement disparaître les marchandises qui ne la portent pas. Aussitôt que les marchands réaliseront qu'il leur faut avoir un assortiment complet de produits portant le cachet pour s'assurer la clientèle ouvrière, ils cesseront bientôt de garder d'autres produits qu'ils ne pourront écouler.

Mais on n'est pas encore arrivé à comprendre ce devoir dans les unions. Les membres faisant partie d'unions achètent sans doute plus de produits portant le cachet qu'ils le faisaient autrefois, mais un grand nombre d'eux sont négligents et indifférents, et c'est justement l'action de la minorité sur laquelle ceux qui appuient le Cachet doivent se fier pour exercer l'influence nécessaire sur les négociants et pour prendre avantage de la compétition. Ceci étant établi, tout ce qui peut éloigner la demande et le patronage de cette minorité des négociants fait disparaître les motifs qui les portent à avoir des produits portant le Cachet.

C'est ainsi qu'une entreprise co-opérative peut être distinctement préjudiciable à la cause du Cachet de l'Union et du travail. En acceptant le patronage et la demande de négociants réguliers et transférant ce patronage et cette demande à une maison coopérative, les négociants réguliers seront laissés sans demande pour les produits portant le Cachet, et n'auront conséquemment aucun motif pour en garder un assortiment.

Quand un négociant régulier voit un magasin co-opératif mettre en vente une ligne de produits qu'on l'a prié d'acheter, il ne peut avoir une amitié bien profonde pour les unions qui lui ont créé cette nouvelle compétition. Il devient hostile au Cachet de l'Union de même qu'à la cause laborieuse.

En même temps, le magasin co-opératif reçoit le patronage d'actionnaires qui cherchent des profits privés, et de membres qui sont qui n'ont pas cette loyauté donnent leur loyaux aux labels d'unions, tandis que d'autres clientèle aux négociants qui n'ont pas de produits portant le Cachet parce que l'on ne le demande pas.

Au commencement de l'histoire de cette Union un mouvement de magasin de chaussure co-opératif fut inauguré à Haverhill et Lynn. L'Union générale s'opposa à ce mou-

vement pour les raisons ci-dessus mentionnées. Le mouvement fut un fiasco tel qu'il méritait de l'être. Si le mouvement avait réussi, le demande pour les chaussures portant le Cachet aurait été centralisée dans les magasins de chaussures co-opératifs, tandis que les autres magasins auraient été laissés sans cette demande et auraient été portés à acheter seulement des chaussures sans le Cachet pour des motifs de ressentiment, à cause de la perte de patronage venant de l'ouverture d'un magasin co-opératif.

Tout membre intelligent faisant partie du travail syndiqué comprendra facilement qu'il est mieux, pour la cause laborieuse, d'avoir vingt magasins faisant le négoce de produits portant plus ou moins le Cachet de l'Union, pouvant s'écouler jusqu'à un certain point parmi ceux qui n'en font pas la demande, que d'avoir une demande limitée pour des produits portant la marque, concentrée dans un magasin co-opératif, tandis que ces mêmes vingt magasins vendent des produits sans Cachet exclusivement, non seulement au public qui ne pense pas aux marchandises portant le Cachet, mais aussi aux membres faisant partie des unions qui agissent de même.

La centralisation de produits portant le Cachet dans un seul magasin peut être profitable aux actionnaires, quoique ce plan réussisse rarement, mais le plan est préjudiciable à la cause ouvrière. L'effet est de tourner contre nous tout pouvoir de compétition quand nous devons profiter autant que possible des avantages d'une compétition serrée.

QUAND ON VOIT DES DEMI-VÉRITÉS TROP TARD.

Nous avons devant nous le rapport d'un journal de Lynn à propos d'un banquet donné à M. J. Tracey, le premier du mois de janvier 1916, à l'occasion de sa retraite comme officier de la faction qu'il a cherché à diriger. Pendant plus de six ans Tracey a conduit cette faction de fiasco en fiasco. Il laisse cette faction, sans crédit, avec un trésor vide, et l'on lui offre un banquet pour célébrer le glorieux événement.

En reconnaissance des services de Tracey qui a fait avaler de force le "pacte de paix" singulier aux ouvriers en chaussures de Lynn, plusieurs manufacturiers de chaussures étaient présents pour glorifier le grand Tracey et lui prédire un avenir de succès qui ne fut pas spécifié.

Le maire de la ville et des hommes importants de la Chambre du Commerce de

Lynn étaient là pour témoigner du bon travail de Tracey à qui l'on présenta un chèque substantiel en reconnaissance de son mérite personnel et de ses précieux services.

Il est facile de comprendre que les manufacturiers de chaussures de Lynn, le maire et les marchands de la Chambre de Commerce de Lynn se soient intéressés à conserver le "pacte de paix" ainsi nommé qui poussa les monteurs à la révolte, et que Walsh condamna quand il était candidat, tandis qu'il n'en dit mot depuis qu'il est élu. Le journal ajouta que les manufacturiers avaient beaucoup contribué dans la bourse présentée à Tracey, ce qui peut être très-vrai, s'il faut prendre en considération le fait que ce monsieur s'est intimement intéressé à eux, plus que tout autre, à la fin de son terme d'office.

Il est évident qu'on a voulu mettre de l'emphase sur l'importance de traités entre patrons et employés, et celle de les garder des deux côtés. C'est ice qu'on voulut sans doute faire allusion au "pacte de paix." Cette faction fut pourtant organisée il ya six ans en déclarant qu'il devra exister aucun traité entre l'Union (?) et aucun patron. Comme leurs rêves ont changé.

L'avocat Mansfield fut le principal orateur de la soirée, et lui, ainsi que Tracey se prononcèrent en faveur de traité dans le métier et de sa stricte observance. C'était apparemment un mot pour le "pacte de paix" et deux pour les manufacturiers présents à cette réunion intime et contributeurs de la bourse.

Mansfield mit les grèves de côté, et même l'arbitrage comme solution de troubles laborieux, et se fit partisan du traité de métier qui durerait une certaine période d'années. Le "pacte de paix" notoire comprend une période d'années et ne parle pratiquement pas d'arbitrage. Conséquemment, cela rencontre l'approbation de Mansfield, qui connaît autant en ce qui se rapporte aux choses laborieuses qu'un cochon en astronomie.

M. Mansfield n'a pas expliqué comment un traité de métier peut exister paisiblement sans arbitrage. A l'expiration d'un traité, si les partis ne peuvent s'entendre, et s'ils ne peuvent arbitrer, comment peut-on conclure un traité?

Dans notre contrat d'arbitrage nous avons une bien meilleure forme de traité que le "traité de paix" dont Mansfield et Tracey se sont faits les partisans. Le "traité de paix" a résulté en toutes sortes de choses excepté la paix. D'après ce traité on ne peut s'occuper que de nouveau travail. Les ouvriers en chaussures sont impuissants quand il s'agit d'ancien travail jusqu'à l'expiration du traité.

Après avoir considéré ce que la "action Tracey" a fait, ou n'a pas fait, l'on commence à voir le besoin d'un traité de métier; l'on s'aperçoit un peu tard des demi-vérités. Ces gens ont travaillé pendant six années à une cause impossible et ne voient encore qu'une partie de la vérité.

Un jour viendra quand les ouvriers en chaussures de Lynn réaliseront que leur piare debrait être avec la seule Union du métier que est reconnue dans le monde laborieux et qui a démontré que son Cachet et son contrat d'arbitrage possèdent des éléments de justice pour les ouvriers et de paix pour le peuple. Ces chefs égoïstes de factions vont retarder ce jour aussi longtemps que possible, mais il est évident, qu'éventuellement, leurs objections et leurs sophismes tomberont. On ne pourra continuer indéfiniment à cajoler les membres qui ont été forcés à appuyer des projets qui n'ont pas le sens commun.

PETITES NOTES.

Bienvenue à 1916.

Notre Union est parvenue au plus haut degré en membres et en finances.

C'est commencer l'année avec un bon point de départ. D'après les apparences nous commençons bien l'année.

Quand nous venons de quitter une année si terrible et que nous réalisons que nous avons la meilleure union que nous ayons jamais eue, nous devrions avoir encore plus de courage et de détermination pour faire encore mieux à l'avenir.

Nos ennemis n'ont pu nous affaiblir par leur opposition. Personne autre que nous-mêmes pourrait nous arrêter. Si les membres de cette Union prennent la résolution de monter les choses encore plus, ils ne s'arrêteront certainement pas dans le chemin du succès. Nous n'avons besoin que l'active coopération de tous les membres.

Ceux qui nous font opposition ont été forcés de nous imiter dans plusieurs choses. Comme ils font fausse route comme partisans de la désunion du travail, ils ne peuvent nous copier correctement. Conséquemment, tous leurs mouvements démontrent leur erreur, et ils ne peuvent arriver à de bons résultats. Leur "traité de paix" à Lynn a produit des grèves et la révolte. Ils sont rendus prequ' au bout de leur corde pour les raisons que

Walsh, leur nouveau Mogol, donna dans sa campagne électorale.

Nous avons une arme importante dans notre Cachet de l'Union. Quand une nouvelle manufacture l'adopt, nous transférons autant d'employés des rangs non-unionistes aux rangs unionistes. Autant de chaussures sont passées du nombre de celles faites sous le contrôle du travail non-unioniste aux chaussures portant le Cachet de l'Union. Il devient plus aisé au consommateur de se procurer des chaussures portant la marque de l'Union. Autant d'ouvriers en chaussures sont ajoutés à ceux qui travaillent sous un traité qui pourvoit au règlement à l'amiable ou à l'arbitrage de tout différend à-propos de gages. Tout cela est un pas de plus vers le progrès de la cause ouvrier. Nous nous devons aussi aux cachets des autres métiers. L'appui des autres nous a balu l'importance actuelle de notre Cachet de l'Union. L'appui que nous leur donnons nous aide à les aider; c'est ainsi que notre appui les aide à nous aider. Tous les intérêts laborieux s'enchainent. Le seul moyen de succès est de s'entr'aider.

Certains métiers qui n'ont pas le Cachet doivent recevoir notre appui. Les charpentiers, les peintres et ceux qui travaillent aux constructions n'ont généralement pas de cachet; ils sont pourtant une partie impor-

tante du mouvement laborienx dans une localité. Nos locales devraient être actives dans chaque corps central laborienx où elles existent, et devraient démontrer par leurs actes que les ouvriers en chaussures sont toujours prêts à seconder les efforts des unions-soeurs d'autres métiers dans tout ce qui se rapporte aux intérêts des travailleurs à gages. Rappelous nous que chaque fois que nous aidons une union-soeur nous donnons plus de force à la nôtre.

COMFORT FOR BALD HEADS.

Here is a grain of comfort for the bald-headed men:

No matter to what extent they are compelled to bear the ridicule of their friends because of their shining domes, and no matter how remorse may grip their souls as they see their hair going, the fact that it is falling out is a guarantee they will never be inmates of an insane asylum.

This is the declaration of Dr. Robert B. Clark, of Monroe, Wis., who has made a life-long study of insanity and mental diseases.

"I have examined several hundred patients regarding their sanity," said Dr. Clark. "I have had the opportunity of studying many hundreds of others in the asylums of the country, and in all my experience I have yet, with a single exception, to see an insane man who was bald-headed."

INSIST UPON HAVING THIS STAMP ON YOUR WORK Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street.....Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West
Washington St., Chicago, Ill.

W. F. GOLDWAITE, 2 Gilman Place,
Haverhill, Mass.

WARREN HATCH, 23 First Parish Bldg.,
Brockton, Mass.

C. E. JAMES, Federation Hall, St. Paul

Z. LESPERANCE, 1215 Rue St. Catherine E.,
Montreal, Que.

COLLIS LOVELY, 5129 Minerva Ave.,
St. Louis, Mo.

GAD MARTINDALE, 10 Elm St.,
Rochester, N. Y.

WILLIAM PROUT, 31 E. 12th St.,
Cincinnati, Ohio

EMMET T. WALLS, Box 409,
Brockton, Mass.

CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St.,
Brockton, Mass.

B. H. DULLE, 1617 Hughes St.,
Cincinnati, Ohio

JOHN F. REARDON, Gillon Block,
Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
'0'	Meline Dansereau,	Brockton, Mass.
6	Lydia A. Sargent,	Haverhill, Mass.
20	Mary H. Murdock,	Middleboro, Mass.
31	Alex Wilson,	Whitman, Mass.
38	George Snell,	Brockton, Mass.
38	Matthew Tighe,	Brockton, Mass.
"0"	50 Arthur B. Pinkham,	Dover, N. H.
"0"	50 Mrs. Sarah J. Gordon,	Dover, N. H.
68	Albert Hettinger,	Cincinnati, O.
100	Charles A. Anderson,	Brockton, Mass.
100	Ludwick Petkus,	Brockton, Mass.
122	Peter Casey,	Randolph, Mass.
129	Benj. E. Littlefield,	Whitman, Mass.
130	Frank J. Cragan,	No. Brookfield, Mass.
"0"	154 Joseph McElhiney,	Brockton, Mass.
"0"	154 Bertha E. Starratt,	Brockton, Mass.
155	Gustav Susmann,	New York, N. Y.
174	Anna Kane,	Salem, Mass.
249	J. Stebin,	Montreal, P. Q.
324	Andrew McGowan,	Oakland, Cal.
"0"	357 Olander Benson,	Bridgewater, Mass.

DUE BOOKS FOR 1916

THE DUE BOOKS FOR 1916 ARE OF THE SAME MATERIAL AND FORM AS FOR 1915, BUT OF A RED COLOR. ALL MEMBERS WHOSE ACCOUNTS SHOW THEIR DUES TO BE PAID UP FOR THE YEAR 1915 CAN SECURE 1916 DUE BOOKS BY APPLYING TO THEIR LOCAL SECRETARIES.

Sick, Disability and Death Benefits Paid During 1915

Union No.	Town or City, and State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
'0'	Boston, Mass.	\$ 2,327.44	\$ 450.00	\$ 500.00	\$ 3,277.44
"0"	50 Dover, N. H.	25.34	.....	100.00	125.34
"0"	154 Brockton, Mass.	3,392.30	100.00	550.00	4,042.30
"0"	278 Webster, Mass.	315.65	100.00	300.00	715.65
"0"	357 Bridgewater, Mass.	2,829.40	100.00	300.00	3,229.40
	1 Haverhill, Mass.	701.35	.....	100.00	801.35
	2 Haverhill, Mass.	17.86	.....	.....	17.86
	6 Haverhill, Mass.	2,461.32	.....	350.00	2,811.32
	11 Stoneham, Mass.	251.43	.....	.....	251.43
	13 Buffalo, N. Y.	61.42	.....	.....	61.42
	15 Rochester, N. Y.	65.00	.....	.....	65.00
	19 So. Framingham, Mass. ..	449.48	.....	50.00	499.48
	20 Middleboro, Mass.	2,890.73	300.00	550.00	3,740.73
	21 Manchester, N. H.	83.18	.....	.....	83.18
	25 St. Louis, Mo.	928.60	.....	50.00	978.60
	26 Haverhill, Mass.	334.97	.....	100.00	434.97
	27 New Bedford, Mass.	100.76	.....	.....	100.76
	28 Manchester, N. H.	761.29	.....	100.00	861.29
	30 Detroit, Mich.	25.00	.....	.....	25.00
	31 Whitman, Mass.	738.50	100.00	400.00	1,238.50
	32 Lynn, Mass.	84.97	100.00	.....	184.97
	35 Brockton, Mass.	2,977.40	300.00	750.00	4,027.40
	36 Brockton, Mass.	1,496.53	200.00	450.00	2,146.53
	37 Brockton, Mass.	1,659.89	300.00	200.00	2,159.89
	38 Brockton, Mass.	3,642.94	150.00	1,100.00	4,892.94
	40 Milford, Mass.	1,200.29	.....	100.00	1,300.29
	45 Auburn, Me.	30.00	.....	.....	30.00
	46 Rochester, N. Y.	165.00	.....	.....	165.00
	48 Rockland, Mass.	3,207.61	200.00	350.00	3,757.61
	50 Dover, N. H.	270.00	.....	25.00	295.00
	51 Manchester, N. H.	103.11	.....	.....	103.11
	53 East Weymouth, Mass. ...	783.91	100.00	200.00	1,083.91
	59 Marlboro, Mass.	155.76	.....	.....	155.76
	68 Cincinnati, O.	1,170.11	.....	650.00	1,820.11
	69 Whitman, Mass.	546.03	.....	.....	546.03
	74 Brockton, Mass.	3,154.34	50.00	950.00	4,154.34
	78 Brockton, Mass.	742.10	100.00	200.00	1,042.10
	79 Danvers, Mass.	10.00	.....	.....	10.00
	88 London, Ont.	130.00	.....	.....	130.00
	90 St. Louis, Mo.	45.71	.....	50.00	95.71
	93 Chicago, Ill.	27.84	.....	100.00	127.84
	94 Chicago, Ill.	191.42	.....	.....	191.42
	99 Lynn, Mass.	29.65	.....	.....	29.65
	100 Brockton, Mass.	4,405.65	300.00	500.00	5,205.65
	103 Nashua, N. H.	1,125.85	.....	150.00	1,275.85
	105 Lynn, Mass.	497.48	.....	.....	497.48
	108 Lynn, Mass.	784.52	100.00	.....	884.52
	111 Brockton, Mass.	1,220.33	.....	450.00	1,670.33
	118 Brockton, Mass.	1,069.11	100.00	600.00	1,769.11
	122 Randolph, Mass.	971.97	.....	100.00	1,071.97
	125 Camden, N. J.	15.00	.....	.....	15.00
	129 Whitman, Mass.	1,338.53	.....	100.00	1,438.53
	130 No. Brookfield, Mass.	490.33	100.00	100.00	690.33
	133 Chicago, Ill.	25.00	.....	100.00	125.00
	136 Brantford, Ont.	88.55	.....	.....	88.55
	137 Rochester, N. Y.	90.00	.....	.....	90.00
	143 So. Braintree, Mass.	899.94	.....	400.00	1,299.94
	150 Rochester, N. Y.	150.00	.....	.....	150.00
	154 Brockton, Mass.	4,889.42	.....	300.00	5,189.42
	155 New York, N. Y.	248.21	.....	.....	248.21
	160 Brooklyn, N. Y.	527.77	100.00	200.00	827.77
	161 Spencer, Mass.	111.80	100.00	.....	211.80
	162 Worcester, Mass.	65.00	.....	50.00	115.00
	163 North Adams, Mass.	140.68	100.00	.....	240.68
	165 North Adams, Mass.	105.71	.....	.....	105.71

26 AFFAIRS OF THE ORGANIZATION—NEWS, PROGRESS AND REPORTS

Union No.	Town or City, and State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
166	Cedarburg, Wis.	5.00	.....	.....	5.00
167	Shreveport, La.	40.00	.....	.....	40.00
170	Milwaukee, Wis.	85.00	.....	.....	85.00
174	Salem, Mass.	1,273.70	100.00	150.00	1,523.70
180	Holliston, Mass.	40.00	.....	.....	40.00
191	Haverhill, Mass.	412.13	.....	200.00	612.13
196	Brooklyn, N. Y.	105.00	.....	.....	105.00
197	Sheboygan, Wis.	75.00	.....	.....	75.00
201	North Adams, Mass.	57.12	.....	.....	57.12
205	Lynn, Mass.	276.36	.....	50.00	326.36
206	Berlin, Ont.	4.27	.....	.....	4.27
210	Cincinnati, O.	822.76	.....	250.00	1,072.76
216	San Francisco, Cal.	100.00	.....	300.00	400.00
222	Cincinnati, O.	802.75	.....	50.00	852.75
227	Rochester, N. Y.	82.13	.....	.....	82.13
228	Hamilton, Ont.	100.00	.....	.....	100.00
229	Boston, Mass.	1,349.89	50.00	50.00	1,449.89
232	Hamilton, Ont.	37.13	.....	.....	37.13
233	Toronto, Ont.	347.49	100.00	225.00	672.49
234	Hamilton, Ont.	90.00	.....	.....	90.00
238	New Bedford, Mass.	559.54	.....	.....	559.54
243	New Bedford, Mass.	796.35	.....	400.00	1,196.35
244	Natick, Mass.	168.52	.....	100.00	268.52
249	Montreal, Que.	459.01	.....	200.00	659.01
252	Brookfield, Mass.	103.55	.....	100.00	203.55
256	Brockton, Mass.	1,213.71	.....	500.00	1,713.71
257	St. Hyacinthe, P. Q.	297.75	.....	.....	297.75
259	Stoughton, Mass.	90.00	.....	.....	90.00
262	Belleville, Ill.	89.25	.....	.....	89.25
266	Montreal, P. Q.	764.20	.....	200.00	964.20
270	Farmington, N. H.	180.00	100.00	100.00	380.00
276	Racine, Wis.	284.31	.....	.....	284.31
278	Webster, Mass.	503.56	200.00	100.00	803.56
281	St. Paul, Minn.	3.55	.....	.....	3.55
282	Neenah, Wis.	75.00	.....	.....	75.00
285	North Adams, Mass.	413.94	.....	50.00	463.94
286	Newark, O.	40.00	.....	.....	40.00
287	Haverhill, Mass.	142.13	.....	.....	142.13
289	Lynn, Mass.	48.55	.....	100.00	148.55
297	North Adams, Mass.	119.26	.....	.....	119.26
298	Chicago, Ill.	45.00	.....	.....	45.00
305	Buffalo, N. Y.	55.00	.....	50.00	105.00
308	Boston, Mass.	285.59	.....	50.00	335.59
309	New York, N. Y.	40.00	.....	.....	40.00
324	Oakland, Cal.	32.50	.....	150.00	182.50
335	Petaluma, Cal.	120.00	.....	.....	120.00
338	St. Louis, Mo.	1,412.16	.....	150.00	1,562.16
341	Haverhill, Mass.	139.29	100.00	200.00	439.29
347	Hamilton, O.	115.00	50.00	.....	165.00
356	North Easton, Mass.	99.92	.....	.....	99.92
362	Belfast, Me.	819.91	.....	50.00	869.91
365	Brockton, Mass.	2,393.99	.....	350.00	2,743.99
370	Brockton, Mass.	533.40	.....	100.00	633.40
371	North Abington, Mass.	3,216.94	300.00	300.00	3,816.94
377	Honesdale, Pa.	3.50	.....	.....	3.50
378	Watertown, Wis.	85.00	.....	.....	85.00
384	Philadelphia, Pa.	77.50	.....	.....	77.50
393	Brockton, Mass.	60.00	.....	50.00	110.00
396	Manchester, N. H.	76.39	.....	.....	76.39
397	Manchester, N. H.	705.65	.....	50.00	755.65
405	Hornell, N. Y. ....	.....	.....	100.00	100.00
406	Brockton, Mass.	158.55	.....	.....	158.55
411	Lebanon, Pa.	75.00	.....	.....	75.00
425	Whitman, Mass.	423.57	.....	200.00	623.57
428	Montreal, P. Q.	354.26	.....	100.00	454.26
437	Seattle, Wash.	53.57	.....	.....	53.57
444	Hamilton, Ont.	91.42	.....	.....	91.42
446	Santa Rosa, Cal.	115.00	.....	.....	115.00

Union No.	Town or City, and State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
453	Haverhill, Mass.	130.72	.....	.....	130.72
456	Whitman, Mass.	422.80	100.00	100.00	622.80
458	Fredericton, N. B.	155.00	.....	100.00	155.00
459	Caguas, P. R. ....	.....	.....	100.00	100.00
468	LaCrosse, Wis.	35.00	.....	.....	35.00
469	Augusta, Me.	757.13	.....	300.00	1,057.13
471	Haverhill, Mass.	460.70	.....	.....	460.70
472	Montreal, P. Q.	150.69	100.00	50.00	300.69
473	Duluth, Minn.	5.00	.....	.....	5.00
479	Amherst, N. S.	32.50	.....	.....	32.50
480	Herrin, Ill.	40.00	.....	.....	40.00
482	St. Johns, Nfd.	77.84	.....	.....	77.84
485	Lowell, Mass.	5.00	.....	.....	5.00
Total		\$ 86,164.88	\$4,750.00	\$17,200.00	\$108,114.88

RECAPITULATION

17,232 6-7 Weeks' Sick Benefits paid	\$ 86,164.88
196 Death Benefits	17,200.00
49 Disability Benefits	4,750.00

Total Benefits paid Jan. 1, 1915, to Dec. 1, 1915\$108,114.88

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report, separately, to the Executive Board, using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in

place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation, by direction of the general Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon Book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen week, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE, General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO JANUARY 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory

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| <p>No.</p> <p>*1 E. T. Wright & Co., Rockland, Mass. Welts, retailing at \$3.50 and up.</p> <p>3 North Adams Shoe Co., North Adams.</p> <p>*4 Hamilton-Brown Shoe Co., St. Louis, Missouri.</p> <p>*5 A. J. Bates Co., Webster, Mass. Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00.</p> <p>*6 M. N. Arnold Co., N. Abington, Mass. Welts, retailing at \$3.00, \$3.50 and \$4.00.</p> <p>*7 Weber Bros.' Shoe Co., North Adams,</p> | <p>*26 Cook-Fitzgerald Co., London, Ontario.</p> <p>27 Norfolk Shoe Co., Randolph, Mass.</p> <p>*28 W. & V. O. Kimball, Haverhill, Mass.</p> <p>*29 Wall, Streeter & Doyle, North Adams, Mass. Men's Goodyear Welts, retailing at \$2.50, \$3.00 and \$3.50.</p> <p>31 Formost & Selecto Co., Brockton.</p> <p>*32 A. E. Little & Co., Brockton, Mass. Goodyear Welts, retailing at Men's Goodyear Welts, retailing at</p> <p>*33 Lange-Janke Manufacturing Co., Milwaukee, Wis.</p> <p>*34 J. M. O'Donnell & Co., Brockton, Mass.</p> <p>*35 Honesdale Union Stamp Shoe Co.,</p> |
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|---|--|
| <p>An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.</p> <p>Mass. Men's Goodyear Welts, retailing at \$2.50, \$3.00 and \$3.50.</p> <p>8 New Bedford Shoe Co., New Bedford.</p> <p>*9 T. D. Barry & Co., Brockton, Mass. Men's Welts, retailing at \$3.00, \$3.50, \$4.00, \$5.00.</p> <p>*10 Columbia Shoe Co., Sheboygan, Wis. Nailed and Standard Screw, retailing at \$2.00 to \$2.50.</p> <p>*12 Arnold Shoe Co., N. Abington, Mass. Welts, retailing at \$3.00, \$3.50 and \$4.00.</p> <p>*14 Williams-Kneeland Co., So. Braintree, Mass. Men's Welts, retailing at \$3.50 to \$5.00.</p> <p>16 Plymouth Shoe Co., Middleboro, Mass.</p> <p>*18 Thompson Bros., Brockton, Mass. Goodyear Welts, retailing at \$3.50 and \$4.00.</p> <p>19 Mechanics Shoe Co., St. Louis, Mo.</p> <p>*20 Commonwealth Shoe & Leather Co., Whitman, Mass. Goodyear Welts, retailing at \$3.00, \$3.50, \$4.00 and \$5.00.</p> <p>*21 C. H. Alden Co., Abington, Mass.</p> <p>*22 J. H. Winchell & Co., Inc., Haverhill.</p> <p>23 Whitcomb Shoe Co., Haverhill, Mass.</p> <p>*24 Claypool Shoe Co., Indianapolis, Ind.</p> <p>*25 Reynolds, Drake & Gabell Co., North Easton, Mass.</p> | <p>Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.</p> <p>Honesdale, Pa. Men's Goodyear Welts, retailing from \$3.00 up. Also, Mill-men's and Miners' Stand. Screw and Pegged; Boys', Youths' and Little Gents' Standard Screw.</p> <p>*36 George A. Slater, Montreal, Can. Goodyear Welts, retailing at from \$5.00 up.</p> <p>*37 Foster-Moulton Shoe Co., Brookfield, Mass. Workingman's Heavy Shoes, Standard Screw, retailing at \$3.00 and \$3.50; Goodyear Welts, \$3.50 and \$4.00. Goodyear Welt Outing Shoes, Nailed Outing Shoes, all colors, for Men, \$3.00; Boys', \$2.50. Clinch Men's \$2.50; Boys' and Youths' \$2.00 and \$1.75. Elk Skin Shoes a Specialty.</p> <p>40 The Saxon Shoe Co., Boston, Mass.</p> <p>*41 Murray Shoe Co., London, Ont.</p> <p>*42 Churchill & Alden Co., Brockton, Mass. Churchill Shoe, retailing at \$5.00; Ralston Shoe, \$4.00; Fellowcraft Shoe, \$3.00 and \$3.50.</p> <p>*45 W. L. Douglas Shoe Co., Brockton.</p> <p>48 All Leather Shoe Co., Natick, Mass.</p> <p>49 Wisconsin Shoe Co., Cedarburg, Wis.</p> |
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- *50 Emerson Shoe Co., Rockland, Mass. Goodyear and Hand Welts, retailing at \$3.50, \$4.00, \$5.00, \$6.00 and \$7.00.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. Men's McKay and Standard Screw Specialty Seamless Shoes.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass. Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Hucks & Temple Co., Milford, Mass. Men's Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00.
- 66 Molders Shoe Co., Detroit, Mich. Iron Molders' Shoes; also Elk Outing Shoes in Men's, Boys', Youths' and Gents'.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *70 Dougherty Shoe Mfg. Co., Portland,
- *98 Walnut Shoe Co., Cincinnati, Ohio.
- 99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- *101 Regal Shoe Co., Whitman, Mass. Men's Fine Welt Shoes.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Tredwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo. Men's Goodyear Welts, retailing from \$3.00 to \$5.00.
- 106 Stirling Shoe Co., Providence, R. I.
- 108 Good American Shoe Co., Boston.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill. Men's Welt Shoes, retailing at \$3.50 and \$4.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que. Men's Welts, retailing from \$4.00 to \$7.00; Men's McKay, \$3.00 to \$4.00.
- 115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot & Shoe Co., Natick.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass. Men's Shoes, retailing at \$3.50, \$4.00 and \$5.00.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 Grant Shoe Company, Webster, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

-
- Oregon.
 - 71 Doherty Bros. Shoe Co., Avon, Mass.
 - *72 Fred F. Field Co., Brockton, Mass.
 - 75 L. Q. White Shoe Co., Bridgewater.
 - *78 Keiffer Bros., New Orleans, La.
 - *79 Luke W. Reynolds Co., Brockton, Mass.
 - 80 Marvel Shoe Co., Haverhill, Mass.
 - *81 C. W. Johnson, Natick, Mass.
 - 82 L. F. Stevens, Haverhill, Mass.
 - *83 Framingham Shoe Co., Framingham.
 - 84 Fred F. Field Co., Brockton, Mass.
 - *85 A. A. Williams Shoe Co., Holliston, Mass. Standard Screw Shoes for Men and Boys, retailing at \$1.50 to \$2.50; also a line of high cut Work Shoes at \$2.50 to \$3.50; Flame Proof Moulders' Shoes at \$2.00.
 - 86 Winchester Shoe Co., Buffalo, N. Y.
 - *88 The John McPherson Co., Ltd., Hamilton, Ont. Men's McKay, retailing at \$3.50; Welts, \$4.00, \$4.50 and \$5.00.
 - 89 Reynolds Shoe Co., Brockton, Mass. Men's and Boys' McKay, retailing at \$2.00.
 - 90 Kingsboro Shoe Co., Brockton, Mass.
 - 91 Chicago Shoe Co., Chicago, Ill.
 - *92 H. Ruppel, Brooklyn, N. Y.
 - 93 Eli Cohen, Springfield, Mass.
 - 94 Burt & Packard Co., Brockton, Mass.
 - 95 W. P. Whitman Shoe Co., Brockton.
 - *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
 - 123 Union Boot & Shoe Co., Amherst, N. S. Canada.
 - 128 Banner Shoe Co., Montreal, Que.
 - 129 The Scottsmith Co., Brockton, Mass.
 - 134 Vermont Shoe Co., Brattleboro, Vt.
 - 135 James Shoe Co., Dover, N. H.
 - 138 Wauban Shoe Co., Haverhill, Mass.
 - 140 Pembroke Shoe Co., Boston, Mass.
 - *141 Keith & Pratt, No. Middleboro, Mass.
 - 144 Weybosset Shoe Co., Providence, R. I.
 - 145 Bicycle Shoe Co., Brockton, Mass.
 - *146 Rice & Hutchins, Inc., Rockland, Mass.
 - 147 Bradford Mfg. Co., Haverhill, Mass.
 - *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
 - 149 Granite Shoe Co., Holliston, Mass.
 - 150 Brockton Shoe Co., Brockton, Mass.
 - 151 King Welt Shoe Co., New York, N. Y.
 - *153 Farmington Shoe Mfg. Co., Dover, N. H.
 - *154 Palma Shoe Co., Walpurn, Wis.
 - 155 Asa Herbut Shoe Co., Boston, Mass.
 - *158 Condon Bros. & Co., Brockton, Mass.
 - *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
 - 160 Cygolf Shoe Co., Brockton, Mass.
 - 161 Warwick Shoe Co., Natick, Mass.
 - 162 Spencer Shoe Co., Boston, Mass.
 - *163 John G. Neubauer, San Francisco, Cal.
 - 164 Warsaw Shoe Co., Boston, Mass.
 - *167 Sheldon Bros. Shoe Co., Natick, Mass.
 - 168 Levy & Simon, Brooklyn, N. Y.

- *172 C. S. Marshall & Co., Brockton, Mass. Goodyear Welts, retailing at \$3.00, \$3.50, \$4.00.
- *173 H. M. Hansen, Sporting Shoes, Quincy.
176 Alpha Shoe Co., Brockton, Mass.
177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- *191 Royal Shoe Co., Randolph, Mass. Men's Welts, retailing at \$3.00, \$3.50 and \$4.00.
192 Crescent Shoe Co., Brockton, Mass.
193 H. O. W. Co., Chicago, Ill.
194 Ackerman Shoe Co., Boston, Mass.
195 Monroe Shoe Co., Rochester, N. Y.
196 Summit Shoe Co., Brockton, Mass.
197 The A. B. C. Shoe Co., New York City.
198 The Locust Shoe Co., Haverhill, Mass.
199 The James Shoe Co., Haverhill, Mass.
200 Opel Shoe Co., St. Louis, Mo.
201 American Shoe Co., Boston, Mass.
202 International Shoe Co., Montreal, Que.
203 Standard Shoe Co., Brockton, Mass.
204 F. C. Richmond Co., Brockton, Mass.
205 I. T. Specialty Co., N. Stoughton, Mass.
*206 C. S. Marston, Jr., Haverhill, Mass.
207 Gagnon Shoe Co., Webster, Wis.
209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
*210 J. & T. Bell, Montreal, Que.
*212 Kelly-Evans Co., Brockton, Mass.
- *256 H. H. Brown & Co., North Mass. Heavy high-grade V pegged, nailed or sewed, r \$1.50, \$2.00, \$3.00 to \$6.00.
257 Harry C. Brown, Boston, M.
258 Quabaug Shoe Co., No. Bro
259 K. B. Shoe Co., Chicago, Ill.
260 Globe Shoe Co., Portland, O
263 Raymond, Jones & Co., Bost
264 Crimson Shoe Co., Brockton
*265 F. M. Hoyt Shoe Co., Manc
H. Goodyear Welts, retailin and \$3.50.
266 Adams Shoe Co., Haverhill,
269 Orange Shoe Co., Haverhill,
270 Mound City Shoe Co., St. Lo
271 Waukuz Shoe Co., San Fran
*272 North Lebanon Shoe Facto non, Pa. Men's Standai pegged or nailed, split, oil kangaroo, retailing at \$1.50 t
273 Whitney Boot & Shoe Mfg. (land, Ohio.
274 The Pioneer Shoe House, Nev
275 M. Germuth & Son, New Yor
276 The Hurd Shoe Co., Utica, N
277 Churchill Shoe Co., Brockton,
280 Woodman Shoe Co., Brockton
281 Elmira Shoe Co., Elmira, N. Y
282 Mooar Shoe Co., Boston, Mass

An INDISTINCT IMPRESSION re-
sembling our Union Stamp is likely to be
a COUNTERFEIT.

- 217 Apex Shoe Co., Montreal, Que.
219 Domestic Shoe Co., Boston, Mass.
*220 Nolan-Earl Shoe Co., Petaluma, Cal.
221 Granite Rock Shoe Co., Buffalo, N. Y.
*222 H. B. Reed & Co., Manchester, N. H.
Goodyear Welts, retailing at \$3.00,
\$3.50 and \$4.00.
223 Richmond Shoe Co., Boston.
225 Lewis Shoe Co., Boston, Mass.
226 N. K. Junior Shoe Co., Jackson, Miss.
227 Henrietta Shoe Co., Columbus, Ohio.
229 Peerless Shoe Co., Boston, Mass.
230 Bob Smart Shoe Co., San Antonio, Tex.
231 Consolidated Shoe Co., East Weymouth,
Mass.
233 Wauchusett Shoe Co., Natick, Mass.
234 Washington Shoe Co., Haverhill, Mass.
235 Chancellor Shoe Co., Richmond, Va.
236 Berkshire Shoe Co., Pittsfield, Mass.
238 Globe Shoe Co., Syracuse, N. Y.
239 Garfield Shoe Co., Chicago, Ill.
240 Trueluck Shoe Co., St. Louis, Mo.
241 Dexter Shoe Co., Minneapolis, Minn.
*243 Eagle Shoe Co., Montreal, Que.
*244 Nesmith Shoe Co., Brockton, Mass.
245 Adams Shoe Co., Indianapolis, Ind.
248 The Southern Shoe Co., Richmond, Va.
*251 Twentieth Century Shoe Co., Webster.
254 Alliance Shoe Co., New York, N. Y.
255 Perfecto Shoe Co., New York, N. Y.

Shoes ARE NOT UNION MADE,
they bear a plain and distinct
sion of the UNION STAMP.

- 283 Torrey, Curtis & Tirrell, Es
mouth, Mass.
284 Stadium Shoe Co., Syracuse, I
*285 Leonard & Barrows, Middlebo
Men's Goodyear Welt, retaili
\$3.00 to \$3.50.
*286 M. A. Packard Shoe Co., I
Mass. Goodyear Welts, rets
\$3.00, \$3.50, \$4.00 and \$5.00.
287 Quincy Shoe Co., Chicago, Ill.
289 English Shoe Co., New York,
*290 Geo. E. Keith Co., Middlebor
Walk-Over Shoes.
*290 Geo. E. Keith Co., Brocktor
Walk-Over Shoes.
291 Big Four Shoe Co., Boston, Mi
292 William Penn Shoe Co., Lanca
293 Trenton Shoe Factory, Toledq
294 Dalton Shoe Co., Brockton, Ma
*296 E. E. Taylor Co., New Bedford
*296 E. E. Taylor Co., Brockton, Ma
*296 E. E. Taylor Co., Nashua, N. I
*297 Preston B. Keith Shoe Co., Bro
*298 Whitman & Keith Co., Brockto
Industrial Shoe Co., Brockton,
*300 Geo. H. Snow Co., Brockton, M
301 Erie Shoe Co., Erie, Pa.
302 Lunelle Shoe Co., Haverhill, M
*303 Stacy, Adams & Co., Brockton
Welts, retailing at \$5.00, \$5.
\$6.00.

- 304 Monumental Shoe Co., Baltimore, Md.
 305 Kenoza Shoe Co., Haverhill, Mass.
 306 Hogan Shoe Co., Brockton, Mass.
 307 Quaker Shoe Co., Philadelphia, Pa.
 309 Filsinger-Boette Shoe Co., St. Louis.
 *310 Howard & Foster Co., Brockton, Mass.
 311 Fidelity Shoe Co., Boston, Mass.
 312 The Coast Shoe Co., San Francisco.
 313 Hollinston Shoe Co., Hollinston, Mass.
 *315 Slater & Morrill, So. Braintree, Mass. Men's Welts, retailing at \$3.50, \$4.00 and \$5.00.
 *316 Walker & Whitman, Brockton, Mass.
 317 Marvin Shoe Co., San Francisco, Cal.
 318 Mills Shoe Co., Baltimore, Md.
 320 Foot Rite Shoe Co., Montreal, Que.
 *321 Racine Shoe Co., Racine, Wis.
 322 Metzger Shoe Co., New York, N. Y.
 323 Fox Shoe Co., Buffalo, N. Y.
 324 Central Shoe Co., Randolph, Mass.
 325 Charles Shoe Co., Chicago, Ill.
 326 Tech Shoe Co., Pittsburg, Pa.
 *327 Slater Shoe Co., Montreal, Que. Good-year Welts, retailing at \$4.00, \$4.50, \$5.00, \$5.50, \$6.00, \$6.50 and \$7.00.
 330 Webster Shoe Co., Webster, Mass.
 331 Racine Aluminum Shoe Co., Racine, Wis.
 332 Majestic Shoe Co., San Francisco, Cal.
 333 Chicago Union Shoe Co., Chicago, Ill.

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- 334 Dri-Phut Shoe Co., Utica, N. Y.
 336 The Rookwood Shoe Mfg. Co., Cincinnati, Ohio.
 337 Ohio Shoe Co., Cincinnati, Ohio.
 338 Martin Weber, Newark, N. J.
 339 Waconda Shoe Co., Portland, Oregon.
 340 Pennsylvania Shoe Co., Philadelphia.
 343 Diamond Shoe Co., Brockton, Mass.
 *344 Rideau Shoe Co., Maisonneuve, Montreal, Que. Goodyear Welts, retailing at \$3.50, \$4.00, \$4.50 and \$5.00.
 346 Lamson Shoe Co., Chicago, Ill.
 347 Los Angeles Shoe Co., Los Angeles.
 348 Duane Shoe Co., New York, N. Y.
 349 Santa Rosa Shoe Mfg. Co., Santa Rosa.

- 350 Ethan Allen Shoe Co., Milford, Mass.
 351 Meyer Shoe Co., Galena, Ill.
 352 Graham Shoe Co., New York, N. Y.
 353 Pearl Shoe Co., Cincinnati, Ohio.
 354 Wm. Penn Shoe Co., Philadelphia, Pa.
 355 Maine Shoe Co., Portland, Me.
 356 Hoffman Shoe Co., San Francisco, Cal.
 357 Basic Shoe Co., Whitman, Mass.
 358 Heyliger Shoe Co., Chicago, Ill.
 359 Syndicate Shoe Co., Haverhill, Mass.
 360 Heffner Shoe Co., Philadelphia, Pa.
 361 Geo. E. Hatch, Chicago, Ill.
 362 Superior Shoe Mfg. Co., Chicago, Ill.
 363 Hub Shoe Mfg. Co., Brockton, Mass.
 364 Hartford Shoe Co., Chicago, Ill.
 365 The Marx Shoe Co., Cincinnati, Ohio.
 366 Tri-State Shoe Co., Cleveland, Ohio.
 367 Maanexit Shoe Co., Webster, Mass.
 368 Geo. Meullers Sons, New York, N. Y.
 *369 Adam Brandau, Detroit, Mich. Mold-er's Special, retailing at \$2.50; Mold-er's \$2.00; Men's Elk Outing Shoes, \$3.00.
 370 G. B. Dickey Shoe Co., Boston, Mass.
 372 Guthman Shoe Co., Chicago, Ill.
 373 Allerton Shoe Co., Boston, Mass.
 374 Classmate Shoe Co., Chicago, Ill.
 375 Interstate Shoe Mfg. Co., New York.
 376 Solid Rock Shoe Co., Evansville, Ind.
 377 St. Clair Shoe Co., Toledo, Ohio.

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- 378 Worcester County Shoe Mfg. Co., No. Brookfield, Mass.
 379 New York Shoe Co., New York, N. Y.
 380 Wallace Shoe Co., Chicago, Ill.
 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
 382 Seal Rock-Shoe Co., San Francisco.
 383 Braintree Shoe Co., Boston, Mass.
 384 Crescent City Shoe Mfg. Co., New Orleans, La.
 *385 Charles A. Eaton Company, Brockton, Mass. Goodyear Welts, retailing at \$3.50, \$4.00 and \$5.00.
 *385 Charles A. Eaton Company, Augusta, Me. Men's Welts, \$3.00 and \$3.50.

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

Factory No.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
 *10 Columbia Shoe Co., Sheboygan, Wis. Boys' and Youths' Loose Nailed, Standard Screw and Pegged, retailing at \$1.75 to \$2.00.
 *15 Victor Shoe Co., Salem, Mass. Boys' Welts.

- *21 C. H. Alden Co., No. Abington, Mass. Boys', Youths' and Little Gents' Welts.
 *32 A. E. Little & Co., Brockton, Mass. High-grade Goodyear Welts Shoes for Men and Women.
 *36 Geo. A. Slater, Montreal, Canada. Ladies' Goodyear Welts, retailing at from \$3.50 up.
 *45 W. L. Douglas Shoe Co., Brockton.

- *46 Johansen Bros. Shoe Co., St. Louis, Mo. Ladies' Goodyear Welts, retailing at \$2.50 to \$3.50; Ladies' McKay, \$2.00 to \$3.00; Misses' Goodyear Welts, \$2.00 to \$2.50; Misses' McKay, \$1.50 to \$2.25; Children's Welts, \$1.50 to \$2.00. Children's McKay, \$1.10 to \$1.75.
- *51 Excelsior Shoe and Slipper Co., Cedarburg, Wis. Women's, Misses', Boys', Little Gents' and Children's McKay and Standard Screw Specialty Seamless Shoes.
- 55 D. A. Donovan & Co., Lynn, Mass. Ladies' Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00; Ladies' Turns, \$3.00, \$3.50 and \$4.00; Ladies' McKay, \$2.00 and \$2.50.
- 58 Ira J. Webster Co., Haverhill, Mass. Women's Medium Grade, Welt and McKay.
- *65 D. Armstrong & Co., Rochester, N. Y. Ladies' Goodyear Welts, retailing at \$3.50, \$4.00, \$4.50, \$5.00; Ladies' Turns, \$3.50, \$4.00, \$4.50, \$5.00.
- *68 Thompson & Crocker Shoe Co., Boston, Mass. Women's Goodyear Welts, retailing at \$3.00, \$3.30, \$4.00 and \$4.50; Women's McKay, retail at \$2.00 and
- *169 Cushman & Herbert, Haverhill, Mass. Women's Medium McKay.
- *181 Geo. W. Herrick & Co., Lyndon, Vt. Ladies' Goodyear Welts, retailing at \$2.50 to \$4.00; Ladies' Turns, retailing at \$2.50 to \$4.00; Ladies' McKay, \$2.00 to \$3.00.
- *184 Hazen B. Goodrich & Co., Lowell, Mass. Ladies' Goodyear Welts, retailing at \$3.00 to \$4.00; Turns, retailing at \$2.00 to \$4.00.
- *188 Wichert & Gardner, Brookline, Mass. Ladies' Goodyear Welts, retailing at \$3.50 to \$4.00; Boys' Turns, \$3.50 to \$6.00; Ladies' Turns, \$3.00 to \$5.00; Boots, \$4.00 to \$5.00.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., New York, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belford, N. J. Boys' Welts, retailing at \$3.00; Boys' McKay or nail to \$2.50; Youths', \$2.00; Little Boys', \$1.25 to \$2.00.

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- *76 Cass & Daley, Salem, Mass. Boys' and Youths' McKay.
- *83 Framingham Shoe Co., Framingham, Mass.
- 103 V. A. Strout Shoe Co., Boston, Mass. Women's Goodyear Welts, retailing at \$3.00.
- *114 Ames-Holden, Ltd., Montreal, Canada. Ladies' Goodyear Welts, retailing at \$4.00; Ladies' Turns, \$2.50 to \$3.50; Ladies' McKay, \$1.50 to \$3.50; Misses' Goodyear Welts, \$3.00; Misses' Turns, \$1.50 to \$2.00; Misses' McKay, \$2.00 to \$2.50; Children's Turns, \$1.25 to \$2.00; Children's McKay, \$1.00 to \$2.00; Boys' Welts, \$3.50; Boys' McKay, \$2.50; Youths' McKay, \$2.00; Little Gents' McKay, \$1.75 to \$2.50.
- 115 The Travelers Shoe Co., Cincinnati, Ohio. Ladies' Fine Shoes.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *124 North Shore Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *132 W. Bert Lewis Shoe Co., Haverhill, Mass. Women's Misses' and Children's.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass. Boys' and Youths' McKay.

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- *290 Geo. E. Keith Co., No. 9 Factory, Boston, Mass. Women's Welts, at \$3.50 and \$4.00. Walk-Over.
- *344 Rideau Shoe Co., Ltd., Montreal, Que. Ladies' Goodyear Welts, retailing at \$3.00 to \$3.50; Turns, at \$5.00.
- *345 Minister-Myles Shoe Co., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que. Ladies', retailing at \$4.00, \$4.50 and \$6.00; Boys', \$3.50; \$3.00; Children's, \$2.50; \$2.25.
- 383 Braintree Shoe Co., Boston, Mass.

MEN'S SLIPPERS.

- Factory No.
- *33 Lange & Jenke, Milwaukee, W. Va.
- *38 I. Leitman, Brooklyn, N. Y.
- *39 L. Firtel & Son, New York, N. Y.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- 71 Doherty Bros. Shoe Co., Red Bank, Pa.
- *156 Eisenberg & Kaplinsky, 61 Rivington St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass. Retail price, \$2.00 to \$4.00.
- 371 Missouri Slipper Co., St. Louis, Mo.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	PAGE
AFTER THE WAR	1
SCIENTIFIC MANAGEMENT AND LABOR	3
LABORS ECONOMIC POWER	10

EDITORIALS

THE BROCKTON SMIRCHLIGHT	11
LEST WE FORGET	12
OUTSIDE ADVICE	13
LEAVING THE PLATFORM BEHIND	13
A TESTIMONIAL FROM ST. LOUIS	14
BRIEFS	15

FRENCH DEPARTMENT	16
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	26
UNION STAMP RULES	27
RULES GOVERNING SICK BENEFITS	27
DEATH BENEFITS	27
LIST OF STAMP FACTORIES	28

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



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Boston, Massachusetts, under the Act of July 16, 1894.

CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

IMMIGRATION RESTRICTION

(With its favorable report to the house of the Burnett immigration bill, the committee on immigration presented the following statement, prepared by Chairman Burnett, and which can be fairly said to cover every objection raised by opponents of this legislation.)

"The committee on immigration and naturalization, to which was referred the bill (H. R. 10384) to regulate the immigration of aliens to and the residence of aliens in the United States, reports the same to the house, and recommends that the bill be passed."

The bill reported is in part a codification of present immigration laws. However, a number of important amendments have been made to the existing law.

The first important amendment is on page 2, line 14, an increase of the head tax from \$4 to \$8. But it will be noted that the law is so changed that children under 16 years of age accompanying their father or their mother are exempted entirely from head tax. Under the present law every alien, even the babe in the arms of its mother, is required to pay a head tax of \$4. This, the committee, thought, was rather a harsh provision, and therefore exempted children mentioned in the bill.

The next important provision is on page 3, line 12. Under the present law aliens who enter the United States after an uninterrupted residence of at least one year immediately preceding such entrance, in the Dominion of Canada, Newfoundland, the Republic of Cuba, or the Republic of Mexico, are exempted entirely from head tax even if they should intend to remain permanently. This bill removes this exemption and puts all countries on a plane of equality in that respect. However, the committee realized that the exceptional conditions along the

Canadian and Mexican borders required exceptional treatment.

Across the boundary from California, Arizona, New Mexico and Texas there are a number of small important cities and towns. Across the Canadian border there are a number of important cities and villages. In normal times many of the residents of these Canadian and Mexican cities and towns visit the United States on business or pleasure from time to time.

They usually return to their homes after a temporary stay, and the committee did not think it wise to interrupt this intercourse, and has therefore undertaken to permit it as usual, and without the payment of head tax. The commissioner general of immigration with the approval of the secretary of labor, is given the power to issue rules and regulations and prescribe the conditions necessary to prevent the abuse of these exemptions. The commissioner general believes that it will be a simple matter to establish rules and regulations that will avoid irritation and at the same time accommodate the real residents of neighboring countries, while forbidding the entry of aliens through Canadian and Mexican ports under conditions more favorable than those found at such ports as Boston, New York or New Orleans.

To the excluded classes we have added persons of constitutional psychopathic inferiority. This term is unfamiliar to laymen and to some physicians not engaged in the special field of the alienist. With alienists, however, it has a well-defined meaning. One has defined it to be "a congenital defect in the emotional or volitional fields of mental activity which results in inability to make proper adjustment to the environments." During the last several years the

number of insane aliens entering New York institutions for the insane has greatly increased, until it costs the state more than \$3,000,000 annually to take care of its alien insane.

The following statements will be illuminating on this question:

On page 9, report of New York state board of alienists for the year ended September 30, 1911, is the following:

It must be remembered that foreign countries look with favor upon the emigration to America of diseased and defective persons. Examination by American officials at the ports of embarkation in Europe has been strenuously opposed by certain foreign governments, and it is a notorious fact, commented upon in every annual report of the commissioner general of immigration, that the steamship companies make only the most perfunctory medical examination of passengers upon their departure for America. Thus there are no obstacles in the way of diseased persons embarking for this country. In the case of those returning, however, the conditions are reversed. The passengers are carefully scrutinized by ships' surgeons at the gangway as they embark at the port of New York, and those who do not satisfy the steamship officials or the representatives of foreign governments stationed on such ships are peremptorily refused passage, even although they have been only a short time away from the countries to which they owe their allegiance. Cases are not decided individually upon their merits, but as soon as it is learned that an applicant for passage has been in an institution for the insane he is at once rejected. It can be seen that with an unimpeded flow of inferior immigrants to this country, and with an outflow which is so carefully regulated that only the prosperous and sound can return, we must ultimately become the asylum for an increasing number of those unable to sustain themselves.

On page 22 of the same report is the following:

For the first few years after the commencement of that remarkable migration of the races of southern and eastern Europe to this country (to which Austria-Hungary, Italy and Russia have contributed nearly 500,000 persons a year) it is noted that the increase of patients of those nationalities in the state hospitals was gradual. By 1905, however, it was possible to predict that when the effects of the "new immigration" commenced to be felt the "old immigration" (of Germans, Irish and Scandinavians) would be outdone in the numbers of insane added to the foreign-born population of our state hospitals. Today that prediction is fulfilled, and during the year more than 55 per cent of the aliens deported by the United States immigration service were natives of those three countries.

The New York Times of March 28, 1912, says:

Insane Aliens.

The Times is informed by Secretary McGarr, of the state commission in lunacy, that of the 31,432 insane patients under treatment in the 14 state hospitals on February 10, last, 13,163, or 41.9 per cent were aliens. Foreign-born patients have increased since February census of December 31, 1903, by 1,552, or 13.4 per cent. In the two state hospitals for the criminal insane there were 1,230 patients on February 10, of whom nearly 44.4 per cent were of alien birth; the Federal census of 1910 showed a percentage of aliens to total population in this state of 29.9 per cent.

The prevalence of insanity among immigrants is evidently much greater than among the native born. Of the 5,700 patients admitted to the civil hospitals for the year ending September 30, 1911, 2,737, or 48 per cent were aliens, and 1,481, or 26 per cent were of alien parentage, while only 1,224, less than 26 per cent, were of native stock. Of the whole number, the nativity of but 218, which is 3.8 per cent, was not ascertainable. Insanity among the foreign peoples of this city occurs in still larger percentage of cases. Of the first admissions to the hospitals, 2,006 out of 3,221 residents of the city were of foreign birth; that is 64.1 per cent, although the foreign-born population is but 40.4 per cent of the whole.

In view of these conditions physicians and alienists have urged the inclusion of the class above referred to in this bill among those to be debarred.

This section also adds vagrants and those who are afflicted with tuberculosis in any form.

Also those who advocate or teach the unlawful destruction of property or are affiliated with or are members of organizations that do so. This, however, is modified by the introduction of the proviso on page 9:

That nothing in this act shall exclude, if otherwise admissible, persons convicted or who admit the commission or who teach or advocate the commission of an offense purely political.

To the clause in said section defining contract laborers we add the words "whether such offers or promises are true or false," so as to reach those who have been induced to migrate by persons who desires to exploit them.

The present law makes aliens deportable who have within one year from date of application for admission been deported because they have been induced or solicited to migrate to the United States.

We do so amend the laws as to make all aliens deportable who have been deported

under any provision of this act and again seek admission within one year from the date of such deportation, unless prior to their re-embarkation, the secretary of labor shall have consented to their re-applying for admission.

This section also adds stowaways to the excluded classes, with the provision that they may be admitted within the discretion of the secretary of labor.

Hindus, by name, are added to the excluded classes by this section. So are those who can not become eligible to become naturalized citizens of the United States, unless otherwise provided for by agreements as to passports, or by treaties, or conventions now existing, or that may hereafter be made. In section 3 an illiteracy test for the admission of aliens is made. It is as follows:

That after three months from the approval of this act, in addition to the aliens who are by law now excluded from admission into the United States, the following persons shall also be excluded from admission thereto, to wit:

All aliens over 16 years of age physically capable of reading, who can not read the English language, or some other language or dialect, including Hebrew or Yiddish; Provided, That any admissible alien or any alien heretofore or hereafter legally admitted, or any citizen of the United States, may bring in or send for his father or grandfather over 55 years of age, his wife, his mother, his grandmother, or his unmarried or widowed daughter, if otherwise admissible, whether such relative can read or not; and such relative shall be permitted to enter. That for the purpose of ascertaining whether aliens can read the immigrant inspectors shall be furnished with slips, of uniform size, prepared under the direction of the secretary of labor, each containing not less than 30 nor more than 40 words in ordinary use, printed in plainly legible type in some one of the various languages and dialects of immigrants. Each alien may designate the particular language or dialect in which he desires the examination to be made, and shall be required to read the words printed on the slip in such language or dialect.

This proposition to subject aliens applying for admission to the United States to the reading test has been before Congress several times.

A bill containing a similar provision was vetoed by President Cleveland on March 2, 1897, and was promptly passed over his veto by the House, and would have been so passed by the Senate but for the fact that it reached that body right at the time of the expiration of that Congress and was crowded out by other important measures.

The bill reported by this committee is

much more liberal than the one vetoed by President Cleveland. Besides that was 19 years ago, and that time the active immigration to this country was only 230,832, while for 1914 it was 251,612 from South Italy alone.

The small immigration from southern and eastern Europe had not then even begun to affect economic conditions.

In February, 1913, it passed both houses by an overwhelming vote, and was vetoed by President Taft. It passed the senate over the veto by a vote of 4 to 1, and was only lost in the house by a few votes.

During the sixty-third congress it passed the house by a vote of 2 to 1, and in the senate by a vote of 7 or 8 to 1, and only failed by a few votes of passing over President Wilson's veto.

It has come up in almost every congress for the past 15 or 20 years, and Mr. Gompers says in a letter which he wrote the chairman of this committee of January 29, 1915:

If ever the citizenship of the United States has given endorsement to any measure of legislation, it certainly has done so to the principles embodied in this bill.

The great labor and former organizations of the country, both north and south, and many of the large patriotic organizations have for years, by action of their national and local conventions, indorsed this text and petitioned congress to enact it into law. The legislatures of Ohio, Virginia, Tennessee, Vermont and of many other states passed resolutions and petitioned congress to pass it. Within the last week the Women's Republican Club of the city of New York has, by resolution, asked congress to pass it. The people of the whole country understand it, and the great majority of them indorse it.

Even during these times of war in Europe 446,474 aliens came in. It is true that nearly as many went out, most of them in response to the call to the colors on the other side. But not only will most of the survivors of those who departed return, but it is thought by many of the ablest of the land that millions more of the poorest and most illiterate will come to this country. The best will stay to rehabilitate their stricken countries, and the worst will flock to our land and beat down the price of labor, and erect the lowest standard of living which decent men can conceive.

The recent strike at Youngstown, Ohio, is an illustration of the conditions brought about by this kind of labor even in these good times. I quote the following from a recent statement made by the committee on industrial relations:

A government investigation published in 1910 showed that 70.8 per cent of the steel workers at Yonstown were of foreign birth. In 330 families * * * the heads of families earned an average of \$440 a year. Forty per cent of these heads of families earned less than \$400 per year; and 14 per cent earned less than \$200 per year. * * * During all these years the men lived in squalid, crowded rooms. Overcrowding and poor diet aided the rapid spread of trachoma, a disease always associated with dire poverty.

Is it right that American laborers and their families should be forced to live amid such revolting environments and such debasing conditions? Yet that is the result of pouring in the millions of illiterates from Europe to beat down the price of the toil of the men who earn his bread by the sweat of his face. The illiteracy test is restrictive as well as selective and in normal times will keep out more than 200,000 of just such as brought about those conditions at Yonstown. In 1907 congress created a commission to investigate the immigration question and to report its conditions. This commission, after nearly four years of investigation and study, both in this country and in Europe, made its report to congress. There were nine members of this commission, and the were unanimous in making the following statement:

The investigations of the commission show an over-supply of unskilled labor in basic industries to an extent which indicates an over-supply of unskilled labor in the industries of the country as a whole, and therefore demand legislation which will at the present time restrict the further admission of such unskilled labor. * * *

As far as possible the aliens excluded should be those who, by reason of their personal qualities, would least readily be assimilated or would make the least desirable citizens.

Then they say:

The commission as a whole recommends restriction as demanded by economic, moral and social considerations, furnishes in its report reasons for such restrictions, and points out methods by which congress can attain the desired result if its judgment coincides with that of the commission.

Eight out of the nine, after citing various methods of restriction, concurred in the following report:

A majority of the commission favor the reading and writing test as the most feasible single method of restricting undesirable immigration.

It is certainly interesting, and we believe important, to know some of the reasons which led the commission up to these conclusions, and we will make a few extracts from the

"brief statement of conclusions and recommendations of the commission." On page 25 of this statement they say:

The proportion of the more serious crimes of homicide, blackmail and robbery, as well as the least serious offenses, is greater among the foreign-born. The disproportion in this regard is due principally to the prevalence of homicides and other crimes of personal violence among Italians and to the violation of city ordinances previously mentioned.

On pages 29 and 30 they say:

It is certain that southern and eastern European immigrants have almost completely monopolized unskilled labor activities in many of the more important industries. This phase of the industrial situation was made the most important and exhaustive feature of the commission's investigation, and the results show that while the competition of these immigrants has had little, if any, effect on the highly skilled trades, nevertheless, through lack of industrial progress and by reason of large and constant re-enforcement from abroad, it has kept conditions in the semi-skilled and unskilled occupations from advancing.

Several elements peculiar to the new immigrants contributed to this result. They came from countries where low economic conditions prevailed and where conditions of labor were bad. They were content to accept wages and conditions which the native American and immigrants of the older class had come to regard as unsatisfactory. They were not, as a rule, engaged at lower wages than had been paid to the older workmen for the same class of labor, but their presence in constantly increasing numbers prevented progress among the older wage earning class, and as a result that class of employes was gradually replaced. An instance of this displacement is shown in the experience in the bituminous cold mines of western Pennsylvania. This section of the bituminous field was the one first entered by the new immigrants, and the displacement of the old workers was soon under way. Some of them entered other occupations and many of them migrated to the coal field of the Middle West. Later these fields were also invaded by the new immigrants, and large numbers of the old workers again migrated to the mines of the Southwest, where they still predominate. The effect of the new immigration is clearly shown in the western Pennsylvania fields, where the average wage of the bituminous coal worker is 42 cents a day below the average wage in the Middle West and Southwest. Incidentally, hours of labor are longer and general working conditions poorer in the Pennsylvania mines than elsewhere. Another characteristic of the new immigrants contributed to the situation in Pennsylvania. This was the impossibility of successfully organizing them into labor unions. Several attempts at organization

were made, but the constant influx of immigrants to whom prevailing conditions seemed unusually favorable contributed to the failure to organize. A similar situation has prevailed in other great industries.

Eight of the nine members of the commission, as stated above, recommended the illiteracy test as the most feasible method of keeping out this very kind of immigration.

The committee believes that those who are fleeing from religious persecution should find, as they always have found, a city of refuge on our shores. Hence the following provision excepting immigrants of that class from the illiteracy test where they are otherwise admissible:

All aliens who shall prove to the satisfaction of the proper immigration officer or to the secretary of labor that they are seeking admission to the United States to avoid religious persecution in the country of their last permanent residence, whether such persecution be evidenced by overt acts or by laws or governmental regulations that discriminate against the alien or the race to which he belongs because of his religious faith.

An important change in the present law is an increase in the fines and penalties imposed on steamship and other transportation companies that bring in inadmissible aliens. The last report of the bureau of immigration shows that notwithstanding the great reduction in the number of immigrant arrivals on account of the war in Europe, 24,101 immigrants were debarred during the year ending June 30, 1915. This can be accounted for mainly by attributing it to the gross lawlessness of steamship and other transportation lines whose freight of human souls being reduced by the war in Europe were determined to make it up by increasing the number of inadmissibles carried by them. This can only be prevented by making these lawbreakers feel the heavy hand of the law which they have violated. The present law does not require the transportation companies to refund to the alien his cost of transportation coming over. This is remedied by making the amount of the transportation over a part of the penalty on the company bringing him in, and said amount is to be refunded to the immigrant.

Another important amendment is that excluding deserting alien seamen. Some of these work their way over with the steamship companies with the intention of deserting, and in that way evading the present law, which does not exclude them. This practice is taken care of by section 31, 32 and 34 of this bill.

There are many other important changes of existing law in the bill reported by the

committee, but most of them are of an administrative character and will not be here specifically referred to.

The committee has labored earnestly in its efforts to keep out the most undesirable of those coming to our shores and at the same time encourage the immigration of those who come to make their homes with us, to promote the moral and material prosperity of our country, and to become permanent citizens of our great government.

ARE WE RULED BY THE DEAD?

The people of Rhode Island and of Massachusetts, being citizens of the same country, and enjoying the same free and enlightened institutions, might be supposed to have the same rights and privileges. But they have not. In Rhode Island people may walk along the shore between private land and the sea, in Massachusetts they cannot. Why? Is it because the people of Massachusetts have agreed to forego that right? Or have the people of Rhode Island fought and bled that they might number this among their blessings? No, it is because the charter of Charles II to Rhode Island gave the right of access to see that every worker accomplished the walk on them; while the charter of James I did not give that right to the people of Massachusetts. Neither of these kings ever saw New England, and both of them have been a long time dead. Yet the people of free America are still observing the rules laid down by two kings who died in England nearly three hundred years ago. Have Americans really a sense of humor?—The Public.

MEDICS STAND BY WAGE SCALE.

The "union" of doctors in Kokomo, known as the Kokomo Medical Association, protests against a lowering of wages by compensation insurance companies. The doctors insist on the right to set their own wage and have passed the following resolution:

"We will not sign nor subscribe to any schedule of fees of any kind or nature whatsoever as has been or may hereafter be prepared by said liability insurance companies."

The doctors further declare:

"Such interference by the said insurance companies would be unbecoming and detrimental to the medical profession and grossly unjust to the public at large to whom the said insurance companies owe no liability."
—Interurban Journal.

SCIENTIFIC MANAGEMENT AND LABOR

By John P. Frey—Editor International Moulders' Journal.

(Continued.)

One of the strongly defended claims of "Scientific Management" is that it prevents the workers from being over-speeded. Mr. F. W. Taylor held that:

" 'Scientific Management' seeks to eliminate over-stimulation, over-speeding, and nervous and physical exhaustion of the workers.

By substituting exact knowledge based upon a careful study of men and machines for guess work in the setting of the task, and the determination of the hours and other conditions of work.

By eliminating thus the need for the employment of pace-makers.

By transferring from the workers to the management responsibility for contriving the best methods of work.

By removing from each worker responsibility for the work of others, and for the instruction of beginners and helpers.

By maintaining the best conditions for performing the work through furnishing the best tools and materials at the proper time and place.

By training the workers in the most economical and the easiest method of performing operations.

By standardizing equipment and performance.

By instituting rational rest periods and modes of recreation during working hours.

By surrounding the workers with the safest and most sanitary shop environments."

As found in practice, "Scientific Management" presented a wide range of conditions from which to draw conclusions as to the claim that under this system over-speeding is prevented.

In no instance was it found that the philosophy of the shorter work day had influenced any efficiency engineer or employer to reduce the hours of labor, while one of the leaders of "Scientific Management" informed us that the workers could be employed ten or twelve hours per day without any physical injury resulting.

In one or two plants systematic efforts had been made to prevent over-speeding, workers were advised not to endeavor to accomplish more than the task, and in one instance as a deterrent workers were penalized through a sharp reduction in the sum allowed for the completion of the job. In general, however, the workers were encouraged to beat the task, through both the employer's policy and the foreman's efforts to secure their bonus, the winning of which depended upon the workers achieving the tasks.

Reference to what appears under the head of "Time and Motion Studies" will indicate the unscientific, irregular character of much of the task setting, and the various influences which animate the task setter while engaged in his work. The reward for reducing the cost of production, the employers' desire for speedy results, the temptation to make a better record than some other efficiency engineer or task setter, these and other motives operate to set the tasks so high that over-exertion is necessary to accomplish them in many instances.

Nowhere was it found that fatigue studies had been made, which would be of value. In fact, no scientific study has yet been made of the subject of fatigue, or of the workers' long-time efficiency, and as no comprehensive studies of human fatigue have been made by scientists, there is no data upon the subject which would warrant anyone's speaking upon it with authority. But even if there were, the important questions would be the manner in which the knowledge of the subject would be applied to the workers, and the degree to which it would safeguard them from over-strain. Upon this subject the Hoxie report says:

"A much more definite issue is brought up by Mr. Taylor's claim that 'Scientific Management' guards the workers against over-speeding and exhaustion through careful studies of fatigue and the setting of the task on the basis of a large number of performances by men of different capacities and with due and scientific allowance for the human factor and legitimate delays. It has been pointed out already in the discussion of time study that tasks are set in all sorts of ways, with reference to the men chosen and the number of performances timed. There is no general rule. And it was also demonstrated that no scientific method had been developed for the making of human allowances, and that these are sometimes very liberal, but sometimes also unduly curtailed. It must be admitted on the other hand that 'Scientific Management' can and often does go far through the study of machinery and the careful observation of the on-going process of production toward the establishment of proper allowance for legitimate delays, not connected directly with the human factor. When we come, however, to the matter of fatigue studies, and their connection with speeding and exhaustion, Mr. Taylor's claim seems to break down completely. No actual fatigue studies were found taking place in the shops, and the time study men employed,

who should be charged with such studies, seemed, in general, to be quite indifferent or quite ignorant in regard to this whole matter. Fatigue studies apparently are not made when the tasks are set, and, if afterwards complaint is made, the classical method of dealing with the subject is to 'demonstrate' to the worker that the task can be done in the time set. Efforts to discover from 'Scientific Management' experts proper methods for studying fatigue brought out only vague replies. Were it not for certain examples cited in 'Scientific Management' texts, there would seem to be no ground for crediting it with any scientific aspirations in this connection. This does not mean that no attention to fatigue is given in 'Scientific Management' shops. Cases were found where the health and energy of the workers were carefully observed and attempts were made to adapt the work to their condition, but the methods employed were the rough and ready ones of common sense observation."

While it is true that some efficiency engineers and employers have taken the element of fatigue into consideration with the object of preventing the worker's over-exertion, it is equally as true that others aim to develop a system which will spur the workers to their limit. The speed competition attitude on the workers' part is developed through many clever methods. In one plant the workers were divided into small groups, each group having a high post near it upon which two large signs were hung, one showing the number of pieces the group must finish during the day to complete their task and the other the degree of progress they had made. These signs were so prominent that the workers in one group could see the figures upon all of the other sign posts in the room. From time to time the speed bosses went from group to group, counting up the finished pieces and then posting the total finished work, so that the several groups could race with each other, or, what really was the case, realize that they were pitted against each other. It is but natural to anticipate that under this method the several foremen would vie with each other and endeavor to have the workers under them the speediest, for the resulting favor from the office which this would bring. One efficiency expert was quite frank upon this phase of the subject, and in writing about the atmosphere of speeding up which had developed, he said, with reference to a molder working under his system:

"This same man asked to be told a day before the pattern went out of the sand, so that he and his gang could put up a record that no other gang could touch."

One instance showing the extent to which

"efficiency experts" can develop methods of speeding the workers up to their physical and nervous limit made a permanent impression upon the investigators.

The plant employed the usual forms of time and motion study for the determination of what the task should be, and the workers were paid a bonus if they accomplished the task. For example, if the time set upon a task was one hour, the worker, if he finished the job in an hour, was credited with an hour and a quarter's pay, based upon his hourly wage rate; so that if this was 20 cents, he would receive 25 cents for the hour's work.

This bonus was not considered sufficient to properly assist and stimulate the workers, so the foreman was also paid a bonus, this being based upon the number of workers under his charge who earned their full bonus. For the foreman's efficiency to reach 100 per cent it would be necessary for every worker in his gang to earn their bonus every hour of the working day. It was, therefore, to the foreman's interest to do all that lay in his power to see that every worker accomplished the task which had been set.

However, this was but a part of the scheme or system which aimed to get all of the work possible out of the workers, for another factor entered largely into the plan. The time study man and task setter was also paid a bonus which was based upon the number of workers who failed to make their tasks, the task setter's efficiency reaching 100 per cent only when every worker in a group failed to finish their jobs in the time set for the accomplishment of their tasks. The time study man was, therefore, paid a bonus to set the tasks so high that the workers could rarely, if ever, accomplish them, while the foreman was paid a bonus based upon the number of workers who could be prevailed upon to finish their jobs within the time set.

Under this system there were no rest periods or other provisions which would prevent the workers from being speeded up to their limit, but instead it became a contest between the time-study man and the foreman, the one depending, for his extra wages, upon setting the time so short for the finishing of the task that the workers could not make it, and the other only receiving his bonus when he succeeded in having the workers accomplish these tasks. It was a clear case of playing both ends against the middle, the middle in this case being the unfortunate worker.

In theory "Scientific Management" would protect the worker from over-exertion; in such an instance as the one just referred to

the practical application of the system deliberately and with human ingeniousness aimed to secure the worker's last ounce of energy.

Even where the system did not aim to drive the workers to extreme exertion there was frequently a total absence of any provision to allow the workers a rest or breathing spell. In one plant the workers had requested that they be allowed rest periods, and this had been denied. Some of the workers, desiring rest periods, had hurried up their work so that a few minutes of rest would be secured between tasks. The firm had notified the workers that this practice must cease, but the workers had persisted and their determination was so evident that they were finally allowed to take rest moments. In this plant, which was operated by a man of high ideals in many ways, a condition was found in one department where, because a gang production, and the interruption in the gang process caused when one worker stopped, the women workers were practically unable to attend to human necessities during working hours. It is but fair to say that the general manager would not have tolerated the existence of such a condition had he known of it, for at heart he was a humanitarian. However, one of the very serious defects of "Scientific Management" is that it does not keep the manager informed of much that affects the workers, their rights, their welfare, and their desires.

Cumulative evidence was acquired during the investigation to prove labor's contention that "Scientific Management" in operation tends to speed up, that in many instances workers under this system have been speeded up to their physical limit, and that as applied by many it is intended to accomplish this result.

Industrial Democracy.

The controversy which centers about time study, task setting and the methods of payment employed by "Scientific Management" is perhaps of secondary importance to the attitude of "Scientific Management" towards industrial democracy and its relation to the workers.

Mr. Taylor has claimed that:

"Scientific Management" is the essence of industrial democracy. It substitutes the rule of law for arbitrary decisions of foremen, employers and the unions and treats each worker as an independent personality; it transfers to the workers the traditional craft knowledge which is being lost and destroyed under current industrial methods; lessens the rigors of shop discipline; promotes a friendly feeling and relation between the management

and the men, and among the workers of a shop or group; it gives a voice to both parties—to the workers in the end equal voice with the employer—and substitutes joint obedience to fact and laws for obedience to personal authority. No such democracy has ever existed in industries before.

Every protest of every workman must be handled by those on the management side and the right or wrong of the complaint must be settled, not by the opinion of either of the management or the workman, but by the great code of laws which have been developed and which must satisfy both sides; both can refer only to the arbitrament of science and fact. 'Scientific Management' thus makes collective bargainings and trades unionism unnecessary as a means of protection to the workers, but it welcomes the co-operation of unionism."

Organized labor has declared that "Scientific Management" is essentially autocratic, a reversion to industrial autocracy which forces the workers to depend upon the employer's conception of fairness and justice and limits the democratic safeguards of the workers, that it tends to gather up and to transfer to the management all the traditional knowledge, the judgment and the skill of the workers, and monopolizes their initiative and skill in connection with work; that it ordinarily allows the workmen no voice in hiring or discharging, the setting of the task, the determination of the wages, or the general conditions of employment; that it greatly intensifies unnecessary managerial dictation and discipline; tends to prevent the presentation and denies the adequate consideration of grievances and tends to increase the number of shop offenses and the amount of docking and fining; it introduces the spirit of mutual suspicion and contest among the men and thus destroys the solidarity and co-operative spirit of the group. it has refused to deal with the workers except as individuals; it is incompatible with and destructive to unionism; it destroys all the protective rules established by unionism; and, finally, it is incompatible with and destructive to collective bargaining.

Industrial democracy, as we understand it, is that condition in the industries which acknowledges and accepts the right of labor to a collective voice in determining what the terms of employment shall be, and the conditions under which labor is to be performed. It gives practical application to the principle that government in the shop, like government in the nation, should be by the consent of the governed.

It has not been my purpose to discuss the theory of "Scientific Management" as ex-

pounded by its leaders, but rather to call attention to the conditions affecting labor which were found to exist in plants where "Scientific Management" had been installed. It is essential, however, that attention should be called to industrial democracy as it is apparently understood and defined by those who apply the principles of "Scientific Management," for, unless this is done, it would be impossible to understand the attitude which "Scientific Management" has assumed towards labor.

Mr. Taylor has held that the relations between employers and workers are governed by a fundamental harmony of interests. Assuming this to be true and that perfect equality of interests exists between them, complete democracy in all of their relations is to be secured by setting aside the employers' personal authority, and the arbitrary rules and regulations of the workers, with all of the machinery for negotiations and the enforcements of decisions created by both, and substituting at all times the impersonal dictates of natural law and fact. It is the democracy of science as applied to industry. All that is necessary to realize this is to have in the shop a corps of scientists to determine and declare to employers and workers the objective scientific facts.

"If," as the Hoxie report says, "Mr. Taylor's original assumption is correct, and if all industrial matters touching the relations of employers and workmen have been or can be reduced to a purely scientific basis his conception of industrial democracy is valid, and if it is adhered to by scientific managers generally, the worker has no need of unions, union machinery or collective bargaining to voice his complaints and enforce his demands in order to secure just consideration of his interests and equal voice with the employers in the determination of all matters of mutual concern."

However, as a matter of fact, neither is the Taylor assumption correct, nor is it adhered to by scientific managers generally.

Theoretically, Mr. Taylor and other leaders of "Scientific Management" hold that the elements of the conditions of labor and the terms of employment can be demonstrated as objective scientific facts and are, therefore, no more subject to bargaining or arbitration than the question of the earth's revolution on its axis or the principles of arithmetic. Perhaps no feature of "Scientific Management" indicates a wider divergence between a theory and its application than the one under consideration. As one efficiency expert said to me, after spending some time with him in investigating a plant

where he had assisted in introducing the system: "All of this talk about 'Scientific Management' benefiting labor is b——. We have to use it for policy's sake. The employers are after the results, and what —— and I are after is the money, for the financial results are the first consideration. When —— undertakes to introduce the system in a plant, he makes the first studies and gives the foremen the first instructions, and this frequently makes trouble, and then I am brought in as a pacifier or soft-soaper to follow up —— and sling the salve. After this I take up the work of rate making and task setting."

This attitude was not exceptional, although it was sometimes expressed in choicer language. As one of the leading manufacturers said to us, "—— is a thinking machine of high order, and the system which he worked out is all right so long as he is not given any chance to apply it himself."

In one well known establishment, Mr. Hoxie said to the manager: "Your conception of industrial democracy is the employer sitting as a just judge and handing down his opinion, based upon the facts and arguments presented to him." The reply was: "To a certain extent." Mr. Hoxie added: "Then the final decision must rest with someone who is not biased," and the reply was, "Not necessarily, but it must rest with some one who is not biased and who is in authority."

This manager held that the question of fatigue, the difficulty of accomplishing the task, was not a matter for bargaining or for negotiation with the employer, but was a matter for scientific determination. He believed that the minimum wage rate was also a matter for scientific determination, as well as the hours for labor, yet in this plant, where the tasks were set under the system, the workers who did not accomplish them were penalized by being demoted to a lower hourly wage rate, and the worker who did not fall into line with the many rules set up was disciplined in other ways, or eliminated.

Mr. Taylor's ideal shops with their corps of scientists, and scientifically trained time-study men and instructors were not encountered during the investigation. It is true that systems of "Scientific Management" had been installed by efficiency engineers possessed of marked ability and wide experience, men of high ideals and not wanting in the milk of human kindness, but these men did not remain in charge of the plant to direct the machinery which they had installed, and this work was taken up by other and

inferior men. It is the work of the time study men which chiefly determines whether efficiency shall be combined with just and humane treatment of the workers, regardless of their present and future welfare.

"This being true," says the Hoxie report, "the time-study man is, from the standpoint of labor, the central figure in 'Scientific Management,'—its vital organ and force. To perform his functions properly, to make 'Scientific Management' tolerable to labor, he must be a man exceptional in technical and industrial training, a man with a broad and sympathetic understanding of the workers as well as of the economic and social forces which condition their welfare, a man of unimpeachable judgment, governed by scientific rather than pecuniary considerations, and, withal, he must occupy a high and authoritative position in the management. For if he is to set tasks that will not cause nervous and physical exhaustion, he must not only have an intimate personal knowledge of the work to be done, the special difficulties it involves, the qualities required to do it well, the demand which it makes on the strength, skill, ingenuity and nervous force, but he must be able to recognize and measure nervous disturbance and fatigue and understand and deal wisely with temperament. If he is to set tasks that will always be fair and liberal, he must understand and know how to discount all the effects of current variations in machinery, tools and materials, in human energy and attention. If he is to safeguard the lives and health of the workers and their general economic and social welfare, he must be an expert in matters of sanitation and safety, and have a broad and deep understanding of economic and social problems and forces and, finally, if he is to make all this knowledge count, he must be able to establish the standards warranted by his study and judicial weighing of men and facts, and to protect these standards against infringement and displacement. All this and more, if the claims of 'Scientific Management' relative to labor are to be generally fulfilled.

But as things actually are, this emphatically is not the type of man who is habitually engaged in time-study work, and who is being drawn into it, nor does the time-study man of the present occupy this exalted position in the hierarchy of 'Scientific Management.' The best men in this work are perhaps technically qualified, but so far as the observation of your investigator has gone, the best of them are technicians with little knowledge of the subject of fatigue, little understanding of psychology and temperament, little understanding of the viewpoint and problems of the workers, and almost altogether lacking in knowledge of and interest in the broader economic and social aspects of working-class welfare. The bulk of the time-study men encountered were immature

men drawn from the shop or from college. They were expected to get their knowledge and training in all the matters enumerated above through the actual work of time-study and task-setting. In the majority of cases encountered it was not considered essential that they should have had any special training in the particular industry. A man who had worked exclusively in the machine shop was considered competent, after a few weeks or months of contact and trial experience, to set tasks in a cotton mill.

Sometimes previous industrial experience of any kind was not considered necessary. Analytical ability, good powers of observation, a sense of justice and tact were the chief qualities emphasized as essential for a time-study man. Rarely, if ever, was anything said of technical knowledge concerning fatigue, psychology, sanitation, safety, and in broader problems of industrial and social welfare. Indeed, time-study and task-setting were almost universally looked upon as primarily mechanical tasks in which the ability to analyze jobs and manipulate figures rather than broad knowledge and sound judgment were regarded as the essential factors. Naturally, therefore, the time-study men were found to be prevaingly of the narrow-minded, mechanical type, poorly paid and occupying the lowest positions in the managerial organization, if they could be said to belong at all to the managerial group. Nor does the situation seem to promise much improvement. For the position and pay accorded to time-study men generally, are such as to preclude the drawing into this work of really competent men in the broader sense. Aside from a few notable exceptions in the shops, and some men who make a general profession of time-study in connection with the installation of 'Scientific Management' this theoretically important functionary receives little more than good mechanic's wages, and has little voice in determining shop policies. The start is often made at \$15.00 per week. A good time-study man, according to current standards, can be had at from \$75 to \$100 a month, and \$125 per month is rather high rating for experienced men, if the statements of scientific managers are to be trusted. In fact, the time-study man, who, if 'Scientific Management' is to make good the most important of its labor claims, should be among the most highly trained and influential officials in the shop, a scientist in viewpoint, a wise arbiter between employer and workmen, is, in general, a petty functionary, a specialist workman, a sort of clerk, who has no voice in the counsels of the higher officials. There are, of course, exceptions to this general rule, but taking the situation as a whole, the quality of the time-study men actually setting the tasks in 'Scientific Management' shops and the position which they occupy are such as to preclude any present possibility of the fulfillment of its labor claims."

EVOLUTION OF LABOR

Workmen, whatever purposes they propose or in whatever method they carry them out, are operating in a society subject to the laws of evolution, said the late Dr. John Bascom, in *The Bricklayer*, and will find themselves, like one rowing a boat in a rapid stream, subject to forces which never weary or give way. The method of these evolutionary forces was long since announced. "It shall be overturned and overturned till he shall come whose right it is to rule." We may do many things in society, but none of them will prosper save as they come under its laws of growth.

While there is much wrong in the world, there is also much that is right. The movement, the set of the tide, is from the evil toward the good. If anything is done against the common welfare it will be found unstable, waiting only for the current to get hold of it. The badly built society cannot endure the blows of time any more than the wall with too much mortar and too little stone. Society reaches a stable equilibrium when all interests are reconciled with each other. Workmen are entitled to changes because of faulty adjustments; they are not entitled to create new maladjustments. They are operating under the same principles as were those who have gone before them, and obedience is the universal law.

This consideration is of more moment to workmen because the strength of their plea depends wholly on its rightfulness. On this ground alone can they win public sympathy; and many sharp eyes are ready to observe their failures. The workmen thus have occasion to consider the welfare of management as well as their own welfare. Society owes an immense debt to enterprise. If this enterprise has been unduly exacting, that exaction we may resist; but if we embarrass enterprises itself we shall find that in our struggle for improvement we have broken our own right arm. Many faults may be laid at the door of capital; those we may correct, but in correcting them we are in no way to interfere with legitimate effort. The manager is to have full liberty in the public service; we are only to be sure that his activity is public service.

Workingmen are tempted in their conflict with management to become hostile to it, to be willing to do it an injury, to render half-hearted labor, to secure the largest wages with the least exertion. This is for one arm to rejoice in the injury of the other arm, for-

getful that it is by means of them both that prosperity is won. For workmen to take interest in their work is to win half of their own life, is to increase the returns of all productive activity and to bring society up to its maximum prosperity.

Equally, however, is it a mistake for workmen to so far identify themselves with their employers as to support them in action directed against the public welfare. If workmen have at times withdrawn their hearty concurrence from legitimate production, they have also at times supported production in unjust claims. A manufacturer may be aided by his workmen in securing protection in excess of real rights. Not only do workmen thereby help to set aside the general welfare; they will find the terms of reciprocity which they seem to have established with capital misleading. It is for himself and in behalf neither of the workmen nor of the community that the manager provides for his profits. He looks upon them as the reward of his own sagacity. The temper of these transactions is much the same as that which called out the law that no laborers from abroad should be brought into the country under contract to do any work. Cunning that leads to one unfair advantage leads readily to another. The true affiliation of workmen is with the general welfare.

The identity of us all with the fortunes of the community renders it also disadvantageous for workmen, in any effort of their own, to forget the wants of others. The occupations of women and children, their hours and conditions of labor, the wages they receive are matters which concern workmen as much or more than the community at large. Wrongs in these directions are an ugly example of the heedless and cruel temper with which the business man often pursues his own gains. This is the very method which the workmen are to confront at all points. Concession and indifference here betray the labor movement everywhere. No workmen can carry their own burdens successfully without lending a helping hand to the like burdens of others.

The same thing is true in connection with different races and nationalities. Evolution includes them all. The true relation of man with man is not a question of the place of birth, or color of the skin. It will finally be settled by much more important considerations than these. It is the aim of workmen broadly viewed to advance the interests of

claims of labor everywhere; and to protect them against conflicting interests, no matter by whom urged. They are not to allow themselves anywhere or at any time to sink into a dependent class. They are not to expose themselves to the competitions of such a class. Chinese immigration is forbidden on the ground that an alien and unmanagable class thereby finds its way into the labor market. That market ceases to lie between men of one denomination. When immigration takes from the workmen the control of their own concerns it introduces absolute confusion. When the negro, already with us, is debased to a servile class the same evil competition and confusion are sure to arise. The spirit and power of labor as labor are broken and gives way before ungrounded distinctions. The workman is always and everywhere vitally interested in the integrity of labor as a distinct element in the markets of the world. Wrong and injustice are sure to fall somewhere and to break the harmony of social forces wherever they fall. Whatever other things men may say or do, the workman must stand fast by democracy, and help every man in securing his rights under this one common condition. He stands or falls with the community of which he is a part. Social growth is sure at length, in one way or another, to bring its failures to his door.

Workmen are interested in a just distribution of common gains; one most stimulating to the powers of men and most productive of human happiness. If workmen put this purpose in the foreground, they will meet with old ways and new ways by which their portion of the common good is shortened in and their enjoyments curtailed. Workmen do not stand in this controversy on their intrinsic physical strength. A long record of inequality lies back of them. Traditional sentiments and standing convictions are against them, alleged principles of political economy are opposed to them, the profiting of the world so far lies, for the most part, in the opposite direction. Any violent effort to alter present forms of distribution, far from availing workmen, would bring the industrial world in ruin about them to their immediate discomfiture. They are thus pledged to patience, slow change and universal justice. The evolution by which they are to be profited is that which builds society together. We are all pledged to this ultimate welfare, but none of us are so strongly pledged as the workmen. Injury and loss slowly settle to their level and there they abide.

While the contention of workmen may seem to be a narrow one, to be limited to a single class in its economic interests, it in truth strikes most directly and deeply at human welfare, at all the fundamental principles on which that welfare is to be established. If there is to be a general prosperity shared by the mass of mankind, the labor movement is the highway to it. It is not given to workmen, in seeking their own, to injure their adversaries, or to be negligent of their fellows, or to slacken the wheels of industry. It is the gleanings of the harvest as well as the harvest itself that are theirs. When the labor movement is broadened to its true dimensions, when it is finished according to its real import, the crystallizing processes of society will have been reached, and human relations will begin to show their everlasting concord. The more profound the principle, the broader the life, the greater is the sensibility. "Who is weak, and I am not weak? Who is offended, and I burn not?" Workmen ought not to think it a weakness or a grievance that they are pledged to the strength of the entire community. The community is, in turn, pledged to their strength, and the two will come together and stand forever.

UNKNOWN BENEFACTORS.

What if another sit beneath the shade
Of the broad elm I planted by the way—
What if another heed the beacon light
I set upon the rock that wrecked my keel—
Have I not done my task and served my
kind?
Nay, rather act thy part, unnamed, unknown,
And let Fame blow her trumpet through the
world
With noisy wind to swell a fool's renown,
Joined with some truth he stumbled blindly
o'er,
Or coupled with some single shining deed
That in the great account of all his days
Will stand alone upon the bankrupt sheet
His pitying angel shows the clerk of heaven.
The noblest service comes from nameless
hands,
And the best servant does his work unseen.
Who forged in roaring flames the ponderous
stone,
And shaped the molded metal to his need?
Who gave the dragging car its rolling wheel,
And tamed the steed that whirls its circling
round?
All these have left their work and not their
names—
Why should I murmur at a fate like theirs?
—Oliver Wendell Holmes.

EDITORIAL

The Shoe Workers' Journal

ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and Manager.

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PURCHASE UNION LABEL GOODS.

The duty of purchasing union label goods of all kinds and at all times cannot be too strongly nor too often impressed upon the minds of the members of organized labor.

It has been said and reiterated many times, and is beyond dispute that whenever any wage earner spends a dollar of his wages for the product of non-union labor, he is employing non-unionists just as effectively as if he started an independent business of his own and actually employed people working under his personal direction.

There is an old saying that one cannot serve two masters, and so far as the union label movement is concerned, a purchase must be upon the one side or the other. A purchase must either employ union labor or non-union labor; it cannot do both. Here is one place where the workingman cannot dodge, sidestep or straddle the issue. When he spends a dollar for any commodity he casts the influence of that dollar and the work he did to earn it, either for or against himself and his kind.

If the dollar is spent for goods bearing the union label, it gives employment to union workmen, it gives to the fellow unionist in the sister trade the support to which he is entitled and which he is asked to give himself.

When the dollar is spent for the union label product it is the consistent act of the true trade union member that believes in the solidarity of the trade union movement as a whole, and in the duty of each craft to support all others, and of each individual member to do his full part.

When a union workman spends the dollar for non-union goods, he is a traitor to the union cause, just as much as a military offi-

cer who betrays military secrets of his country to an enemy. What more treacherous thing can a wage earner do than to throw union workmen out of employment and give employment to non-union workmen by throwing his purchases on the non union side?

Of course any member of the trade union who will do this thing cannot defend himself; he has no argument, not even an excuse. He may say that he buys where he can buy the cheapest, but that is not an excuse.

We object to the employer buying where he can buy the cheapest. We say that the employer must have consideration of the physical, mental and moral condition of the workers; that the standard of living must be preserved; therefore the worker must have the higher wage and the better conditions. Therefore, the employer must pay more to union workmen than to non-union workmen.

How inconsistent it is for the union workman, after contending that the employer shall pay him more pay because he is organized, to turn around and spend these increased wages in support of the lower wages and poorer conditions of the unorganized crafts, employing non-union labor, while at the same time condemning his fellow workers in the other organized crafts to lose the employment, due to the lack of patronage of these so-called union men who, by withholding their purchasing power, are betraying their own cause.

The mere fact that certain members of organized labor are negligent or unprincipled in these respects is no excuse for those who know better. Each individual has a responsibility of his own; he must meet and decide this issue for himself. He cannot lay the responsibility on anyone else, nor justify himself by saying that others do it.

It is about time for the trade union movement to count noses upon this issue. It is well to know who is with us and who is against us. If a man is with us in the factory where we work, but against us at the store where he purchases his supplies, his conduct is too treacherous to make him a worthy comrade in our cause. It would be more manly in him to step right over into the non-union ranks and say that he is op-

posed to organized labor, and therefore will not make any pretense of affiliation with or membership in it.

Perhaps the most useful work that any labor organization can do in any trade is to appoint committees to make individual inquiries of the individual members and to ascertain to what extent the purchasing power is being used for the common cause.

There is a substantial basis for the belief that if we would use our purchasing power to the same extent that we use our power as producers, the conditions of organized wage earners would be vastly improved from what they are today. The importance of the result justifies the strongest possible measures to overcome the indifference and negligence, or the ignorance shown by many of the organized wage earners at the present time. If we want a more glorious and a more successful future, we must try to overcome, or at least to reduce to the minimum, the lack of fealty to the organized labor cause that now exists. So far as lies in our power we must induce every man and woman affiliated with the trade union movement to use their purchasing power in the interest of their fellow workers and of their common cause.

A NEW WELFARE SCHEME.

A bill recently introduced into the Massachusetts legislature discloses a new welfare scheme, one of the kind that will be endorsed by that type of employers that want to keep their employees out of labor organizations.

The bill provides for compulsory unemployment insurance from a fund to which the workers, the employers and the state shall contribute an equal amount weekly. Please note that if this bill becomes a law contributions will be required from the employers, from the employees, and from the state. The fund, of course, would be administered by state officials, which would mean the creation of another salaried bureau, so many more political jobs, and the control of the entire matter outside of the wage earners' hands.

Several prominent citizens were mentioned as supporters of the measure, one of whom was a prominent trade unionist, who supported the measure in his personal capacity. Among the prominent citizens reported as favoring the measure were at least two large employers of non-union labor. A very significant statement accredited to those who favor the bill is that it is the first of the

kind in this country, though a less comprehensive system prevails in some European countries, and that "It is intended to provide for those workers who are thrown out of employment because of industrial depression, and not those who are inclined to dodge employment."

Please note the last words, "those who are inclined to dodge employment." A very probable application of this language would be that in case a man was out of work and refused to accept employment where there was a strike, he would be disqualified from receiving the unemployment insurance.

If this is not clear enough, there is this further statement: "Those in public institutions, workers who are sick, those discharged because of personal misconduct, and those engaged in strikes or labor disputes are also exempted." Just imagine such a piece of legislation carried out under the supervision of political appointees and we have the money of the state, the employer and the wage earners administered to discourage trade unionism among the workers.

Assessments and benefits proposed in the bill are: Those earning \$8 a week or less, ten to fifteen cents weekly cost, \$3.50 benefit; \$8 to \$12 weekly wage, eighteen to twenty-two cents weekly cost, \$5.25 benefit; \$12 or more a week, twenty to twenty-six cents weekly cost, \$7 benefit. The benefit period is limited to ten weeks.

Aside from the objection to this whole scheme on the theory that such a law will take sums of money from the pay envelopes of the wage earners and turn these sums over to a political commission and bureau, and that the whole proposition is antagonistic to the trade union movement, there is the further objection that well grounded trade unionists believe that matters of this kind should be dealt with by the wage earners themselves in their own organizations.

The mere fact that a scheme or plan of this or that character has been in operation in some foreign country to a greater or less extent, does not prove the wisdom or the necessity of the wage earners of America accepting and adopting the same. Political conditions are not the same in all countries. What might be wise to do under the political conditions of one country might be very unwise in another. As a general proposition in America, the less the government has to do with managing the affairs of the wage earners, the better off the wage earners will be.

Then, also there is the objectionable element of interference. This has been very

well stated by Mr. E. A. Filene, a prominent merchant of Boston, who made the following remarks in addressing a retail dry goods association at San Francisco.

"We have learned not to do things for our employes. No matter how well intentioned it is, one ought never to try to do things for other people. We don't let other people do things for us.

"It is a fundamental error when disputes over wages, jurisdiction or hours get mixed up with matters that seem to involve gratitude. It is one of the saddest things in business that men who are well intentioned have started in to help their employes in a charitable way; and when there comes a difference over wages, one of those disputes that really keeps the business from ossifying, they are apt to say, 'here, we helped this fellow when he was sick. He has no business to talk about higher wages to us.'

"It is the worst thing in the world to get your employes in a position where they dare not argue. It breeds internal ulcers."

An important point made by Mr. Filene is as stated in the first paragraph of the quotation, that business men resent outsiders starting in to do things for them. Mr. Filene's clear perception of industries thus shows him that wage earners are just as sensitive about interference from outside, as business men are. Now, the bill for compulsory unemployment insurance which we term a new welfare scheme is precisely one of those efforts of outside parties to interfere with the business of the wage earners.

It is also an interference with the business of the employers. Very few employers, in Massachusetts or elsewhere, will care to pay to the state a certain sum per week for each employe, to be manipulated and handled by the state in common with the funds contributed by employes and funds raised by the state from taxation in the hands of a political bureau to create more state salaried jobs and to create a stronger political machine.

There is no danger of the measure becoming a law. There are a large number of employers in Massachusetts that run union establishments. Not one of them will be found supporting any such measure. Only those running non-union establishments show an interest in getting the state to help support the unemployed, the said unemployment insurance discriminating against those who are on strike or those who refuse to accept strike employment. A good test of the sincerity of the proposed law would be to amend it to include those who refuse to accept strike employment and also those who are out on strike.

THE MILLENNIUM HAS ARRIVED.

We are indebted to the "Smirchlight" for the information that the millennium has just arrived in Lynn; that the "days of strife have gone by;" and that "they have established a condition of peace and harmony never before known."

This wonderful result was accomplished by a renewal of the so-called peace pact. This so-called peace agreement having been endorsed by the so-called Joint Council and the various so-called unions attached thereto.

In order that our readers may know all about the arrival of this millennium we publish herewith a copy of the so-called peace agreement, as follows:

"1. All differences between employes or employes and employer, except those herein named which may arise during the life of this agreement, and which cannot be mutually adjusted between the business agent of the local affected and the representative of the Manufacturers, shall be referred to a Board of Adjustment, said Board of Adjustment to be composed of three members named by the Joint Council No. 1, and three members named by the Lynn Shoe Manufacturers' Association, Incorporated.

"2. The Board of Adjustment shall meet as often as is necessary for the reasonable dispatch of its business and shall hear all matters presented, whether such matters shall be presented by duly authorized agents of Joint Council No. 1, or by the employer, and said Board of Adjustment shall formulate rules for practice and procedure before said board, which rules shall be acceptable to the parties to this agreement. The Board of Adjustment shall, in all cases in which it reaches an agreement, make a finding which shall be kept for record by said Board of Adjustment, and in all cases where said Board of Adjustment fails to reach an agreement, a record of the evidence presented before the board shall be submitted to the State Board of Conciliation and Arbitration, and upon said record the said Board of Conciliation and Arbitration shall be asked to make a finding and decision. An agreement reached either by the Board of Adjustment or the State Board of Conciliation and Arbitration shall be final and binding during the life of this agreement. No evidence of any price paid or conditions existing in a factory other than employer's factory who is a party to an agreement similar to this, shall be introduced at any hearing before the Board of Adjustment. Any decision reached on the question of the State Board shall be effectual against employer and employes in other factories adopting the same operation (where conditions, grades and manner of performing operation are exactly alike) working under an agreement similar to this agreement as the same would be effectual if

the parties were directly interested in the decision.

"3. There shall be no lockout, strikes or cessation of work by the employe or employes or the employer during the life of this agreement.

"4. This agreement shall cover the following rooms and departments in the factory of the employer: Cutting room, stitching room, bottom finishers, button hole operators, finishers and eyeletters, lasters, lasting machinery operators, levellers, McKay stitchers, and all operations now included under Mixed Local, No. 54, packing room, sole leather room, stockfitting room, and any other department which may become organized or affiliated with the United Shoe Workers of America during the term or life of this agreement.

"5. No persons shall be employed to do any work in the above-named departments, nor shall any work commonly done in the above-named departments be given to persons other than members in good standing of the United Shoe Workers of America so long as the local unions of said United Shoe Workers of America are able to furnish help to do said work and if after three days' notice the employer causes any of said work to be done, except as herein provided, this agreement may, by the employe, be treated as expiring on the date of giving such work.

"6. If the employer desires to change in any manner or form the process of manufacturing his product from the manner and form in which the work is being done (at the time of the execution of this agreement) the foreman or forelady in charge of the department where change is contemplated shall notify the agents of employes affected, and before any change takes place a mutual arrangement shall be entered into, or, in case a mutual agreement cannot be made, the employer may change the manner and form of doing said work and the whole matter shall be referred to arbitration as herein provided, and the decision of the board shall take effect as of the day and date of making the change.

"7. The prices and conditions granted to the employer and commonly known as the 12 1-2 per cent reduction or Salmon Tax System shall not be considered as a binding condition under this agreement and may be taken up for reconsideration at any time by the locals affected and not a subject for arbitration.

"8. Price-lists and conditions in effect at the date of signing this agreement, in any of the departments herein named, shall not be a subject for arbitration except by mutual consent. Price-lists and conditions shall mean prices and conditions that have been agreed to by the locals herein affected. Prices and conditions that have been presented by the locals to the Secretary of Manufacturers' Association, that have not been mutually agreed upon, prior to the signing of the

agreement shall be a subject for arbitration.

"9. The discharge of any member in good standing of the United Shoe Workers of America for any reason other than poor work or inefficiency may be considered a difference within the meaning of this agreement. If the decision of the board shall be that the employe was discharged for insufficient reason within the meaning of the above provision, the member shall be restored to his or her former employment and compensated by the employer in an amount fixed by the Board of Adjustment. Notice of discharge of any member must be presented to the employer by the agent of the local affected within a period of forty-eight hours from the time of discharge.

"10. This agreement shall remain in force for the term of one year from the date herof and shall remain in force thereafter from year to year unless either of the parties hereto shall within ninety days of the expiration of any year give written notice by registered mail of the desire of the party giving notice, to alter, amend or annul said agreement."

It will be good news for all students of and participants in industrial strife, to know that the millennium has arrived and that industrial disturbances of any character may never more occur. Hereafter the warring elements of capital and labor will do the Damon and Pythias stunt, and the remedy for industrial ills is expected to be even more successful than Lynn's premier patent medicine.

The legitimate unions of labor in various trades and in various localities have known of the trade agreement for many years, and they have practiced different forms of arbitration, but it remains for Lynn to discover and establish the millennium in the form of a renewal of the peace pact. Therefore, we must all take our hats off to Lynn as the birthplace of the millennium, if it has really arrived.

HAS THE MILLENNIUM ARRIVED?

When one stops to analyze the notorious peace pact re-established in the city of Lynn and printed in the preceding editorial, one wonders whether the millennium really has arrived. The mere fact that the peace pact that Candidate Walsh criticised is now praised by General-Officer Walsh by no means insures that it is a real millennium. Perhaps the endorsement Walsh now gives may be due as much to his present connection with the salary list as to any other one cause.

It is said that things are looking decidedly good to Walsh now, and that he is even

reconciled to serving with the parasite organizers that Candidate Walsh was going to remove. It is also said that Walsh is not as pronounced an advocate of a special convention to reorganize the secession as was Candidate Walsh.

Now, getting down to the agreement which establishes the Lynn millennium. In the first paragraph we find that all differences are referred to a Board of Adjustment consisting of three on each side. In the second paragraph we find that where the Board of Adjustment fails to agree,—and please note that an agreement cannot be reached unless some one of the three on either side shall desert his side,—then the disagreement shall be referred to the State Board of Arbitration, and that the decision rendered either by the Board of Adjustment or the State Board of Arbitration shall be final and binding. That there shall be no lockouts, strikes or cessation of work by either party during the life of the agreement is provided in paragraph three.

Now, in these two paragraphs there is established in Lynn, so far as this millennium agreement is concerned, practically arbitration by the State Board of Arbitration, but only in a limited sense, and encumbered by the Board of Adjustment. This is what the secessionists and re-united seceders have accomplished after several years of effort. At their first convention in 1909 they were opposed to all forms of arbitration and to any kind of a contract with the employer. Now, they are seeking to make a contract and they are accepting arbitration.

When these secessionists started out in 1909 they said that theirs was to be a voluntary organization; that no shoe worker was to be coerced into membership in their organization. Now, in paragraph four of the millennium agreement, we find that certain departments are specified in which this agreement is operative and in paragraph five we find that no person shall be allowed to work in these specified departments unless the person is a member in good standing of the secession faction, providing the local unions of those departments are able to supply help. This section also provides that if the employer shall continue after three days' notice to give employment contrary to this section, the entire agreement may by the employe, please note, by the action of one individual, be treated as expiring on the date of giving such work.

This latter provision looks like the millennium was skating on thin ice. If the employer wants to bring the agreement to an end, all that he has to do is to give em-

ployment contrary to the provision of that section. If any employe wants to bring it to an end all that he has to do is to claim that the employer is employing one or more employes contrary to the provision of the section. In either event the millennium comes to an end.

Section six of the agreement is no different essentially from the policy pursued in the arbitration contract which our Boot and Shoe Workers' Union has been making for a matter of seventeen years.

There is a provision in the millennium peace pact that an effort shall be made to make a mutual agreement as to changes in methods of doing the work, but if such a mutual agreement is not made, then the change shall be made and the dispute shall be arbitrated. That is precisely the policy pursued in our Union, and while we have claimed it to be one of the means of assisting employers and employes to get along harmoniously, we have not claimed it to indicate the establishment of the millennium, nor do we quite see why it should be accredited as a discovery in 1916, when the Boot and Shoe Workers' Union began practicing it in 1898.

The seventh section of the agreement provides that the 12 1-2 per cent reduction may be reconsidered by the local unions and may not be considered a subject for arbitration. This can be construed to mean that the locals don't know whether they want to take back that 12 1-2 per cent or not. The chances are, however, that they will take it back, which, of course, will add to the peace and harmony of Lynn.

Section eight provides that price-lists and conditions in effect when the agreement is signed shall not be a subject for arbitration, except by mutual consent, but prices and conditions that have been presented by the unions and that have not been mutually agreed upon prior to the agreement shall be a subject for arbitration. If, in the course of time, it should develop that certain labor prices are found insufficient, the only way such matters could be taken up would be to give notice of termination of the agreement ninety days before it has expired and then throw the millennium in the air until all the locals were ready to sign a new agreement. This means that as the agreement is for one year from its date, then the notice ninety days before it has expired will terminate it, then three to six months may be spent making a new agreement for one year. And this is the millennium. Has the millennium really arrived, or is it a false alarm?

We would point out as one thin spot in this so-called millennium that in section four no

mention is made of the Heelers, Goodyear Operators, Edge Makers or Turn Workers. Here are four separate important departments of the shoe factories that are not included in this wonderful millennium pact. This, together with the fact that under the one-year peace agreement there were several incipient strikes and revolts, makes it appear extremely doubtful if the millennium has really arrived in Lynn.

WAGES AND HEALTH.

That there is a direct relation between wages and conditions of labor and of the condition of public health is becoming more and more recognized. It has long been the contention of organized labor that improvements in wages and working conditions mean better living conditions and better workers for the present, and better generations of workers for the future.

Trade unions have argued from the beginning that the employment of child labor was a detriment, in that as the child is dwarfed the future of the race is imperiled, and that as low wages result, poor living conditions must follow, accompanied with ill health.

Granted conditions like the present where all kinds of living expenses are high, unless a betterment of wages takes place, there must be a deprivation of the wage earners in their scale of living.

One of the reasons why the trade union movement has attracted the support of profound students is because they have recognized that essentially the trade union movement is sound in its ideal and its purposes; that it is serving the cause of humanity; that it aims at the conservation of the human race.

One of the strongest object lessons that has been furnished showing the direct relation of wages to health occurred in the building of the Panama Canal. This work was undertaken for its commercial importance, but in doing the work in the fever-laden zone, it was found necessary to give attention to sanitation, and it was also found that sanitary conditions and pauper labor were inconsistent. The success of building the Panama Canal and in turning a disease ridden spot into a health resort has made Surgeon-General Gorgas of the United States Army a famous expert in sanitary matters. This is what he says on the relation between wages and health as based upon his Panama experience:

"At Panama shortly after our arrival we increased the wages of the common laborers from eleven cents an hour to twenty cents an

hour. This was nearly four times the wages of the laborer in the surrounding countries. The laborer knew that every fourth man would die each year of diseases prevalent on the Isthmus and it took strong inducements to get him to come at all.

"This large increase in wages caused a great general improvement in living conditions,—more room to live in, better food, and better clothing. I am satisfied that to this improvement in social conditions, caused by our high wages, we principally owe our extraordinary improvement in general health conditions. It is a health officer's duty to urge forward in his community those measures which will control individual diseases, but by long experience has taught me that it is still more his duty to take that broader view of life which goes to the root of bad hygiene, and do what he can to elevate the general social conditions of his community. This, my experience has taught me, can best be accomplished by increasing wages. Such measures tend at the same time to alleviate the poverty, misery and suffering that is occurring among the poorest classes everywhere in modern communities. At Panama we increased wages by the edict of the government. But our government got this money by taxing the people of the United States. It would have been of little benefit to our laborers if we had increased their wages by ten cents an hour and then taxed them by ten cents an hour in order to raise this money.

"Such would be the result in the United States if we attempted to increase wages here by edict of the government as we did at Panama; and such an increase would be of no benefit to the laborer.

"Natural, just and proper wages are what each man produces, not a cent more or a cent less. We can look back in the history of our own country and see that this condition of affairs was approximated in the early settlement of the country. A man coming to this country would take up land for which he paid nothing, and his wages were all he produced on that land. After a while all the land is taken up and the next man who comes has to work for someone else. Later a great many more men come, and these men bid against each other for work, and thus force down wages. This has gone on in the United States, and in all other civilized countries, till at the present time all producers get much less than natural wages, that is, less than what they produce. Can this unfortunate and undesirable condition of wages be rectified?

"Suppose an area of land as great in

extent, and as fertile in production as the present Mississippi valley, should tomorrow rise from the bottom of the Atlantic ocean off the coast of Long Island. Suppose the United States should own this island and offer it to its citizens under our present homestead laws. Thousands of the citizens of New York would flock there and take up this land. Their wages would be natural wages. Each man would get all that he produced; this would be very much in excess of the wages now given in New York. All the poverty, sickness and degradation caused at present by low wages would be rapidly ameliorated. The man who was so fortunate as to be appointed health officer for this island would in a few years be able to publish the most astounding health reports.

"It is entirely impossible for us to raise from the bottom of the sea just such an island as I have described. In every town and county of New York a large part of the lands are unused or only partially used. If this large body of land could be brought into use, the effect upon the health conditions of New York would be exactly the same as would be produced by raising the island I have described.

"Can these unused lands be brought into use? If these unused lands were taxed to such an extent that the owners would have to use them to the fullest extent in order that they might pay the taxes, is there any doubt as to what the result would be? All unused lands would soon be utilized to their fullest extent. The only way of making any profit from them would be to so use them.

"I have been fortunate enough to labor as health officer in a field where very great health results have been produced, but they would be small as compared with the health results produced by securing for mankind natural wages. It stirs my enthusiasm to think of the glorious opportunities before the young health officer just commencing life. I have spent my sanitary life killing tropical mosquitoes, and I hope have thereby benefited my fellowman. I would give a good deal to spend another sanitary life in the ranks of the coming generation of health officers doing my share in the fight that is before us, the fight for the greatest of all sanitary measures, natural wages."

When such an authority as Surgeon-General Gorgas adds his testimony in such an unqualified manner, it is time for all people to recognize in the broadest sense that good wages and working conditions are fundamental in the establishment of sanitary conditions and in the preservation of health and the upbuilding of the race.

BRIEFS.

Every member of this Union is urged to be a faithful supporter of the Union Stamp. Do everything possible at all times to support the Union and increase the power of the Union Stamp.

Remember also to support all other union labels, as it is by this cooperative effort of each trade unionist supporting his fellows, and affiliated other trades that the movement shall be made generally strong and efficient in every part.

The speeding up part of the efficiency program frequently leads to trouble, as carefully explained in the article of Brother Frey of the Moulders' Union that we are publishing in sections. A recent occurrence of this type was in the Cutler Hammer Company of Milwaukee, where one hundred employes stopped work because of speeding up tactics of an efficiency expert. The trouble was settled by an agreement that the expert should stop the speeding up tactics.

It is no disparagement to the union label to say that there are many union members who are not loyal to it. Perhaps they do not think of how deadly an injury to their own cause they are doing when they buy goods without the union label. Even with lukewarm support, the union label has accomplished tremendous things for the wage earners. It has added enormous strength to the trade union movement and so helped those trades that are not favored with union label possibilities.

In one of our large shoe centers committees have been appointed to visit each local union of shoe workers and to urge upon the members that they purchase union label goods of all kinds, as well as union stamp footwear for themselves. This is a move in the right direction; it is the inside team work of organized labor that is needed in every direction to make the union label movement the power that it ought to be. It is impossible to do too much of this kind of work. The only danger is that there will not be one-tenth part of this needed work done.

In different towns and cities it is becoming customary to have so-called clean-up weeks. Why not have a union label clean-up? We have heard of a town organizing a clean-up week by dividing the town into districts with a captain in each district, so

that every house and every street was canvassed with the idea of getting the rubbish out of the cellars, the attics and the yards to be burned on the town dump. Why could not this idea be adopted by the trade union movement? Suppose a city or a town is cut up into small districts for the purpose of canvassing each home with a view of reducing the purchases of non-union goods and increasing the purchases of union label goods. Is the job too hard? To admit that it is means that the trade unionists are not serious in their own cause.

One reason why a house-to-house canvass on union label goods would be beneficial would be because it would bring the cause home to the wives and families who have the spending of most of the family income. Many members do not attend meetings. It is impractical to do this missionary work in the factories where they are employed. Also, the wives and families are not reached either at the factory or at the meeting room. The house-to-house canvass will do a world of good in setting many whole families on the right track.

A circular issued by the United (?) secessionists says that they paid out over \$100,000 in strike benefits in one year. This is something new in the line of statistics from the seceders. In order to make the information complete, they should state where they secured so much money, who got it, and what they accomplished by it.

The same circular says that the United (?) secessionists have a voluntary membership of almost 20,000, and that the National Association of Manufacturers has spent more than two million dollars trying to destroy it. In other words, the United (?) seceders are so purely voluntary that the National Association of Manufacturers have been unable to destroy it by expending one hundred dollars a man. Yet, at the same time, they sign the so-called peace pact in Lynn which makes membership obligatory. No one hears anything more about the voluntary feature in Lynn, but there has been some noise made about Lynn members of the United (?) seceders trying to get out, and there are suits and counter-suits in the courts involving the rights of the United (?) seceders and seceders therefrom.

Just prior to the assembling of the anthracite coal mining operators and the officers of the Mine Workers' Union, there was ex-

tended advertising by the operators to the effect that any further concessions made to the mine workers would cause higher prices to the public. Subsequently, they met in conference, and the newspapers say that the coal mine operators applauded the speech of President White of the Coal Miners' Union. For the first time in many years, the anthracite operators have met the United Mine Workers as a recognized body, and the outlook for future peace seems very bright, notwithstanding the calamitous advertising of the operators.

There is to be another fight in Congress over immigration. The Burnett immigration bill vetoed by President Wilson in the last Congress is being reintroduced, and the committee in reporting the bill favorably have presented a statement defending the bill. We think this statement of the committee important enough to print it in this issue of the Journal under the heading of "Immigration Restriction."

There is a general impression in business circles that at the close of the European war American markets will be deluged by the products of the low priced labor in Europe. Is there nothing to be said about the danger of the American labor market being deluged by the low priced laborers of Europe? Is there no argument here for restriction of immigration?

One result of the agitation on the child labor question that has become almost nationwide is that the subject is beginning to receive attention even in those southern states whose record has been the worst on this question. North Carolina, long regarded as one of the most backward states, is taking decided interest in child labor reform, as disclosed at the tenth annual conference on child labor, which met at Asheville, N. C.

Employers' associations have shown a disposition to fight trade union labels. Is this a reason why members of organized labor should withhold their support? Is this a reason why they should patronize non-union labor products and assist enemy employers?

QUEER CATTLE.

"Begorry! thim shtory writers are the quarest cratures in the world."

"An' phwy so?"

"Shure, an' don't their tales come out av their heads?"—Minnesota Union Advocate.

.. FRENCH DEPARTMENT ..

UN NOUVEAU PROJET DE BIEN-ÊTRE.

Un bill récemment présenté devant la législature du Massachusetts révèle un nouveau projet de bien-être, un qui sera endossé par ces patrons qui veulent que leurs employés ne fassent pas partie des organisations laborieuses.

Le bill pourvoit pour une assurance compulsoire contre le chômage prise sur un fonds auquel les travailleurs, les patrons et l'état contribueront également chaque semaine. Venillez prendre note que si ce bill devient loi des contributions seront requises des patrons, des employés, ainsi que de l'état. Le fonds sera sans doute administré par des officiers d'état, ce qui veut dire la création d'un nouveau bureau salarié, autant de places politiques de plus, et le contrôle absolu de cette affaire retiré des mains du travailleur à gages.

Plusieurs citoyens proéminents étaient mentionnés comme appuyant cette mesure; l'un étant un unioniste de métier important, qui appuya le projet personnellement. Au nombre des citoyens proéminents qui furent rapportés comme favorisant cette mesure se trouvaient au moins deux patrons importants qui emploient des non-unionistes. Il est significatif que ceux qui sont en faveur de ce bill aient fait la remarque, rapportet-on, que le projet est le premier qui ait été soumis dans le pays, quoiqu'un système un peu moins compréhensible existe dans quelques pays européens, et que "C'est l'intention de pourvoir pour ces travailleurs qui sont forcés au chômage à cause de dépression industrielle, et non pour ceux qui sont enclins à éviter le travail."

Prenez bien note des derniers mots "ceux qui sont enclins à éviter le travail." Une application probable de ce langage se trouverait dans le cas d'un homme sans travail qui refuserait d'accepter de l'emploi là il y a une grève, ce qui le rendrait incapable de recevoir l'assurance contre le chômage.

Si ceci n'est pas assez clair, voici autre chose; "ceux qui sont dans les institutions publiques, les travailleurs qui sont malades, ceux qui ont été congédiés à cause de mauvaise conduite personnelle, et ceux qui sont engagés dans des grèves ou des disputes laborieuses sont exempts." Imaginez une telle pièce de législation dirigée sous la sur-

veillance de politiciens, et nous avons l'argent de l'état, du patron et du travailleur à gages administré de manière à décourager l'unionisme de métier chez l'ouvrier.

Les cotisations et bénéfices proposés dans le bill sont ainsi: ceux qui gagnent \$8 par semaine ou moins, dix à quinze centins par semaine, \$3.50 de bénéfice. Pour ceux recevant \$8.00 à \$12.00 par semaine, l'on accorderait \$5.25 en bénéfices pour une cotisation de dix-huit à vingt-deux centins par semaine. Douze piastres ou plus par semaine, avec une cotisation de vingt à vingt six centins par semaine, donneraient un bénéfice de \$7.00. La période de bénéfice est limitée à dix semaines.

A part l'objection que nous avons contre ce projet entier d'après la théorie qu'une telle loi exigera des sommes d'argent prises de l'enveloppe du travailleur à gages pour les mettre à la disposition d'une commission politique et d'un bureau, et que toute la proposition est antagoniste au mouvement de l'union des métiers, il y a aussi l'objection des unionistes expérimentés qui croient que ces choses devraient être traitées par les travailleurs à gages eux-mêmes dans leurs propres organisations.

Le seul fait qu'un projet ou plan de telle ou telle nature a été en opération dans un pays étranger avec plus ou moins de succès, ne prouve pas la sagesse ou la nécessité d'accepter la même chose pour les travailleurs à gages d'Amérique. Les conditions politiques ne sont pas les mêmes dans tous les pays. Ce qui paraîtrait sage dans un pays pourrait bien ne pas l'être dans un autre. Comme régle générale en Amérique, moins le gouvernement s'occupe de la direction des affaires du travailleur à gages, mieux c'est pour ce dernier.

Il y a aussi l'élément répréhensible de l'intervention. Ceci a été bien expliqué par M. E. A. Filene, marchand proéminent de Boston, qui fit les remarques suivantes à l'association des détaillants de marchandises sèches à San Francisco.

"Nous avons appris à ne pas nous immiscer dans les affaires de nos employés. Même, avec les meilleures intentions du monde, l'on ne doit jamais s'occuper des affaires des autres. Nous ne laissons pas les autres s'occuper des nôtres.

"C'est une erreur fondamentale quand les différends à propos de gages, de juridiction ou d'heures sont mêlés à des choses qui semblent engager une question de gratitude. Une des plus tristes choses en affaires est de voir des hommes bien intentionnés aider leurs employés au point de vue charitable; et quand surgissent des différends à-propos de gages, une de ces disputes qui empêche réellement les affaires de s'ossifier, on peut, peut-être, entendre la remarque suivante: 'Nous avons assisté cet individu en temps de maladie.'

"Il n'y a rien de pire que de mettre un employé dans une position qui le rende incapable de discuter. Cela produit des ulcères internes."

L'on voit le point important auquel vise M. Filene dans le premier paragraphe de la quotation, quand il assure que les gens d'affaires ressentent l'intervention de ceux du dehors. La perception claire de M. Filene en ce qui se rapporte aux industries, démontre que le travailleur à gages est aussi sensitif que l'est l'homme d'affaires quand il s'agit d'intervention du dehors. Maintenant, le bill pour l'assurance compulsoire contre le chômage que nous nommons Un nouveau projet de bien-être, est exactement un de ces efforts du dehors pour intervenir dans les affaires du travailleur à gages.

C'est aussi intervenir dans les affaires du patron. Bien peu de patrons, dans le Massachusetts ou ailleurs, voudront payer à l'état une certaine somme chaque semaine pour chaque employé, pour en donner la complète administration à l'état en commun avec les fonds contribués par les employés et ceux prélevés par l'état, provenant de taxes, dans les mains d'un bureau politique pour créer un plus grand nombre de places à salaires et une machine politique plus puissante.

Il n'y a aucun danger que cette mesure devienne loi. L'état de Massachusetts renferme un plus grand nombre de patrons qui ont des établissements affiliés à l'Union. Nous n'en verrons pas un seul qui appuiera une telle mesure. Ceux-là seuls qui ont des établissements opposés à l'Union semblent s'intéresser à avoir le support de l'état pour les gens sans emploi, l'assurance susdite faisant distinction contre ceux qui sont en grève ou ceux qui refusent de l'emploi en temps de grève. Un bon moyen de mettre à l'épreuve la sincérité de la loi projetée serait de l'amender afin d'inclure ceux qui refusent d'accepter de l'emploi en temps de grève ainsi que ceux qui sont en grève.

GAGES ET SANTÉ.

On reconnaît de plus en plus qu'il y a relation directe entre les gages et les conditions de travail et les conditions de santé publique. Le travail syndiqué a longtemps prétendu que l'amélioration des gages et des conditions laborieuses sont synonymes de meilleures conditions vitales et de meilleurs ouvriers pour le présent, ainsi que meilleures générations de travailleurs pour l'avenir.

Les unions de métiers ont toujours affirmé, depuis le commencement, que le travail des enfants était un détriment. L'enfant ne se trouvant pas développé, l'avenir de la race se trouve en danger, et comme de bas gages en résultent, de pauvres conditions de vie s'ensuivent, accompagnées de mauvaise santé.

Prenant en considération la cherté actuelle de la vie, les travailleurs doivent naturellement souffrir de privations, à moins que les gages soient améliorés.

Une des raisons qui a attiré l'appui d'étudiants profonds sur le mouvement de l'union de métiers est, qu'on a reconnu que ce mouvement est essentiellement sain dans ses idées et ses desseins; qu'il sert la cause de l'humanité; qu'il vise à la conservation de la race humaine.

Une des plus importantes leçons démontrant les relations directes des gages à la santé a été donnée quand on construisit le canal de Panama. Ce travail fut entrepris à cause de son importance commerciale, mais en faisant l'ouvrage dans la zone chargée de fièvre, il devint nécessaire de s'occuper de question sanitaire, et l'on s'aperçut facilement que les conditions sanitaires et le travail pauvre étaient inconsistants. Le succès de la construction du canal de Panama et d'avoir fait un lieu de santé d'une couche chaude de maladie ont mis Gorgas, chirurgien-général de l'armée des États-Unis au nombre des fameux experts dans les matières sanitaires. Voici ce qu'il dit concernant les relations entre les gages et la santé basés sur son expérience de Panama.

"Peu de temps après notre arrivée à Panama nous avons augmenté les gages des hommes de peine, de onze à vingt centins de l'heure. C'était presque quatre fois plus que le journalier recevait dans les pays avoisinants. Le journalier savait qu'un sur quatre mourrait chaque année à cause de la prévalence de maladies sur l'Isthme et il fallait offrir de quoi stimuler l'ambition sinon, on se serait abstenu de venir.

"Cette grande augmentation dans les gages fut cause d'une amélioration générale

dans les conditions de vie; il fallait des chambres plus spacieuses, une meilleure nourriture, de meilleurs habits. Je suis persuadé, qu' à l'amélioration des conditions sociales, causée par nos gages élevés, nous traordinaire dans les conditions de santé générale. Il est du devoir d'un officier de santé de pousser de l'avant, dans sa localité, toute mesure qui pourra contrôler les maladies individuelles, mais ma longue expérience m'a enseigné que c'est encore plus son devoir de prendre cette vue libérale de la vie qui atteint la racine de la mauvaise hygiène, et de faire tout en son pouvoir pour élever les conditions sociales générales dans sa localité. Mon expérience m'a démontré que ce but est accompli en augmentant les gages. De telles mesures tendent en même temps à soulager la pauvreté, la misère et la souffrance qui se trouvent parmi les classes les plus pauvres des localités modernes. C'est sur l'ordre du gouvernement que nous avons augmenté les gages à Panama. Mais notre gouvernement reçut cet argent en taxant le peuple des États-Unis. Nos journaliers n'auraient aucunement bénéficié par une augmentation de dix centins de l'heure si on les avait taxé du même montant pour prélever cet argent.

"Nous aurions le même résultat aux États-Unis si nous faisons la tentative d'augmenter les gages ici sur un édit du gouvernement tel que nous l'avons fait à Panama; et une telle augmentation serait d'aucun bénéfice au journalier.

"Des gages naturels, justes et propres sont ce que chaque homme produit, pas un centin de plus ou de moins. Nous pouvons revoir l'histoire de notre propre pays et constater que cette condition d'affaire était à-peu-près semblable quand le pays fut d'abord établi. Un individu arrivait et prenait un terrain pour lequel il ne donnait rien, et ses gages se montaient à tout ce qu'il pouvait produire sur ce terrain. Après un certain temps, tout le terrain étant pris, le prochain individu qui arrive doit travailler pour un autre. Plus tard, quand beaucoup d'individus paraissent, ils se font une compétition qui fait baisser les gages. Ceci s'est vu aux États-Unis, ainsi que dans tous les autres pays civilisés, jusqu'à ce qu' aujourd'hui tous les producteurs reçoivent bien moins que des gages naturels, c'est-à-dire, moins qu'ils produisent. Peut-on rectifier cette malheureuse et non-désirable condition de gages?

"Supposons qu'une étendue de terre, aussi vaste et aussi fertile en production que la présente vallée du Mississipi, sortirait demain du fond de l'océan Atlantique près des côtes de Long Island. Supposons que les

États-Unis seraient propriétaires de cette île et l'offriraient à ses citoyens sous nos présentes lois. Des milliers de citoyens de New York se rendraient en masse pour prendre ces terrains. Leurs gages seraient des gages naturels. Chaque individu aurait tout ce qu'il produit; ce qui excéderait les gages donnés actuellement à New York. Toute la pauvreté la maladie et la dégradation causées aujourd'hui par les gages peu élevés seraient rapidement améliorées. L'individu qui aurait été assez fortuné pour être nommé officier de santé de cette île pourrait, avant peu d'années, publier les plus étonnants rapports de santé.

"Il est tout-à-fait possible pour nous de faire sortir du fond de la mer une île telle que j'ai décrite. Dans les environs de New York des terrains de grande étendue sont à rien faire ou partiellement occupés. Si l'on se servait de cette vaste étendue de terre, l'effet sur les conditions sanitaires de New York serait exactement le même qui se produirait en sortant l'île que j'ai décrite.

"Pouvons-nous arranger les choses de manière à se servir de ces terrains? Si ces terrains incultes étaient taxés à un point que les propriétaires auraient à s'en servir autant que possible afin de payer les taxes, pourrait-on douter du résultat? Tous ces terrains incultes changeraient bientôt d'aspect. Le seul moyen d'avoir du profit serait de s'en servir.

"J'ai en la bonne fortune de faire du travail comme officier de santé dans un champ où de grands résultats de santé ont été produits, mais ce serait peu de chose comparé aux résultats de santé produits en assurant des gages naturels pour le genre humain. Mon enthousiasme se stimule quand je pense aux opportunités glorieuses qui attendent le jeune officier de santé qui commence dans la vie. J'ai passé ma vie sanitaire à tuer des moustiques tropicaux, et j'espère avoir fait quelque chose de plus prochain. Je donnerais beaucoup si je pouvais passer une autre vie sanitaire dans les rangs de la génération qui pousse d'officiers de santé, faisant ma part dans la lutte qui nous attend, la lutte pour la plus importante de toutes les mesures sanitaires, les gages naturels."

Quand une autorité comme l'est le chirurgien-général Gorgas ajoute son témoignage d'une telle manière, il est temps que le peuple reconnaisse dans le sens le plus large que de bons gages et de bonnes conditions de travail sont fondamentales dans l'établissement de conditions sanitaires, dans la conservation de la santé et l'amélioration de la race.

PETITES NOTES.

Chaque membre de l'Union doit fidèlement supporter le Cachet de l'Union. Faites toujours votre possible pour appuyer l'Union et augmenter la puissance du Cachet de l'Union.

Rappelez-vous aussi d'encourager tous les autres cachets d'union, car c'est par cet effort co-opératif de chaque unioniste de métier pour ses compagnons, et les autres métiers affiliés que le mouvement deviendra généralement puissant et efficace partout.

La précipitation invoquée dans le programme d'efficacité conduit fréquemment au trouble, tel qu'expliqué avec soin dans l'article de Frère Frey de l'Union des Mouleurs que nous publions en sections. Un récent événement de ce genre est arrivé à la "Cutler Hammer Company" de Milwaukee, quand 100 employés cessèrent de travailler à cause de ces tactiques de précipitation d'un expert en efficacité. Le trouble fut réglé quand on consentit à cesser ces tactiques de précipitation.

Ce n'est pas parler avec mépris du Cachet de l'Union quand on avoue que beaucoup de membres de l'Union n'agissent pas loyalement vis-à-vis de cette marque. Peut-être ne pensent-ils pas à l'injure mortelle qu'ils font à leur propre cause quand ils achètent des marchandises ne portant pas la marque de rigueur. Même avec un appui tiède, le Cachet de l'Union a accompli des choses extraordinaires pour le travailleur à gages. Ce Cachet a rendu plus puissant le mouvement de l'Union des métiers et a aidé aux autres métiers qui n'ont pas de cachet.

Dans un de nos grands centres à chaussures des comités ont été nommés pour visiter chaque union locale d'ouvriers en chaussures et de prier instamment les membres d'acheter les produits de toutes sortes portant le Cachet de l'Union, de même que des chaussures portant cette marque pour eux-mêmes. C'est un mouvement du bon côté; ce sont ceux qui font le travail intérieur du travail syndiqué dont on a grand besoin partout pour donner au mouvement du Cachet toute la force qu'il devrait avoir. On ne saurait trop faire en ce sens. Le seul danger est qu'on ne fera pas la dixième partie de ce travail.

Dans différentes localités on commence à adopter la coutume d'avoir ce qu'on est

convenu de nommer semaines de débarras (clean-up weeks). Pourquoi ne pas en avoir une pour le Cachet de l'Union? Nous avons entendu dire qu'une localité avait organisé une de ces semaines de débarras en la divisant par districts avec un capitaine pour chaque district, de sorte que chaque maison et chaque rue avaient eu une visite particulière avec l'idée de débarrasser les caves, les greniers et les cours de tout objet de rebut pour les consigner au feu. Pourquoi le mouvement d'union de métiers n'adopterait pas une pareille idée? Supposons qu'on diviserait une localité en petits districts dans le dessein de visiter chaque demeure avec l'idée de réduire les achats de produits ne portant pas le Cachet pour augmenter les achats de produits portant notre marque d'Union? Le plan est-il trop difficile? L'admettre prouverait que les unionistes ne sont pas sérieux dans leur propre cause.

La raison qu'une visite à domicile à-propos de produits portant le Cachet serait avantageuse se trouve dans le fait qu'on pourrait mettre la cause en relation directe avec les épouses et les familles qui ont charge de faire l'office d'économes pour la famille. Beaucoup de membres ne se rendent pas aux assemblées. Il n'est pas possible de faire ce travail de missionnaire dans les manufactures où ils sont employés. De plus, les épouses et les familles ne peuvent être vues à la manufacture ou à la salle de réunion. La visite à domicile fera un monde de bien en mettant des familles entières dans la bonne voie.

Une circulaire venant des scissionnaires unis (?) dit qu'ils ont payé au-delà de \$100,000 pour bénéfices de grève en une année. Voici quelque chose de neuf dans le département des statistiques des scissionnaires. Afin de compléter le renseignement, ils devraient aussi dire là où ils ont eu autant d'argent, qui l'a reçu, et ce qu'ils ont accompli avec ce montant.

La même circulaire des scissionnaires unis (?) affirme qu'il ont une liste volontaire de 30,000 membres, et que l'Association nationale des manufacturiers a dépensé plus de deux millions de piastres pour la détruire. En d'autres mots, les scissionnaires unis (?) sont si purement volontaires que l'Association nationale des manufacturiers n'a pu les détruire en dépensant \$100 pour chaque homme. Pourtant, du même coup, ils signent le traité de paix ainsi-nommé à Lynn rendant compulsoire l'entrée dans leur

société. On n'entend plus parler de l'avenir volontaire à Lynn, mais il est rumeur que certains membres de Lynn veulent se retirer des scissionnaires unis (!), et qu'il y a des poursuites et contre-poursuites dans les courts engageant les droits des scissionnaires unis (!) et de ceux qui se sont séparés de ces scissionnaires.

Immédiatement avant la réunion des opérateurs de mines de charbon anthracite et des officiers de l'Union des "Mine Workers," les opérateurs ont extensivement annoncé que le public paierait pour toutes concessions qui seraient accordées aux mineurs. Après cela, il y eut conférence, et les journaux rapportèrent que les opérateurs de mines de charbon applaudirent les discours que prononça le président White de l'Union des "Coal Miners." Pour la première fois depuis des années, les opérateurs ont rencontré les mineurs comme corps distinct, et la perspective future paraît bonne, malgré les prophéties de calamité des opérateurs.

On va avoir une autre lutte au Congrès à-propos d'immigration. On va présenter de nouveau le bill Burnett sur l'immigration qui reçut le veto du président Wilson au dernier Congrès, et le comité qui a rapporté ce bill favorablement en prend la défense. Nous croyons ce rapport assez important pour le

publier dans le Journal sous l'entête de "Immigration Restriction."

L'impression générale dans le monde des affaires est, qu'après la guerre européenne les marchés américains seront inondés par des produits venant du travail à bon marché de l'Europe. A-t-on rien à dire du danger de voir notre marché laborieux américain envahi par les travailleurs à bon marché venant d'Europe? N'a-t-on aucun argument pour restreindre l'immigration?

Nous sommes heureux de constater que la question du travail des enfants qui a été si agitée trouve écho jusque dans les états du sud où la question demandait le plus d'attention. La Caroline du Nord, longtemps reconnue comme étant bien en arrière des autres états à ce sujet, prend un intérêt décidé sur la réforme du travail des enfants, tel que nous fait voir la dixième conférence annuelle à-propos du travail des enfants, qui a eu lieu à Asheville, Caroline du Nord.

Les associations de patrons semblent disposées à combattre les cachets d'unions de métiers. Le travail syndiqué doit-il retirer son appui pour cela? Est-ce une raison pour patroniser les produits qui ne portent pas la marque du travail honnête et pour aider les patrons qui se déclarent nos ennemis?

INSIST UPON HAVING THIS STAMP ON YOUR WORK Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street.....Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West
Washington St., Chicago, Ill.
W. F. GOLDWAITE, 2 Gilman Place,
Haverhill, Mass.
WARREN HATCH, 23 First Parish Bldg.,
Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
Z. LESPERANCE, 1215 Rue St. Catherine E.,
Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave.,
St. Louis, Mo.
GAD MARTINDALE, 10 Elm St.,
Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St.,
Cincinnati, Ohio
EMMET T. WALLS, Box 409,
Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St.,
Brockton, Mass.
B. H. DULLE, 1617 Hughes St.,
Cincinnati, Ohio
JOHN F. REARDON, Gillon Block,
Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
19	M. J. Murphy,	So. Framingham, Mass.
26	James Y. Luce,	Haverhill, Mass.
38	William Wilde,	Brockton, Mass.
48	Henry F. Cann,	Rockland, Mass.
48	George G. Drury,	Rockland, Mass.
48	B. R. Tillgren,	Rockland, Mass.
53	Thomas Noonan,	East Weymouth, Mass.
59	Joseph Crosma,	Marlboro, Mass.
68	Joseph Frommeyer,	Cincinnati, O.
74	Charles W. Fuller,	Brockton, Mass.
100	Michael E. Welch,	Brockton, Mass.
118	Harry J. Lord,	Brockton, Mass.
155	Herris Popik,	New York, N. Y.
222	William J. Askin,	Cincinnati, O.
229	Frank H. Wyman,	Boston, Mass.
233	Thomas Lewis,	Toronto, Ont.
270	George E. Wiggin,	Farmington, N. H.
308	Michael McNamara,	Boston, Mass.
365	Charles Stepanowicz,	Brockton, Mass.
397	Edna Spencer,	Manchester, N. H.
425	William F. Kelly,	Whitman, Mass.
471	J. E. Hilliard,	Haverhill, Mass.
'0'	Theresa J. Mongon,	No. Abington, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate

of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon Book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO MARCH 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory No.

- *1 E. T. Wright & Co., Rockland, Mass.
Welts, retailing at \$3.50 up.
- 3 North Adams Shoe Co., North Adams,
Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass. Good-
year Welts, retailing at \$3.00, \$3.50 and
\$4.00.
- *6 M. N. Arnold Co., No. Abington, Mass.
Welts, retailing at \$3.00, \$3.50 and \$4.00.
- *7 Weber Bros.' Shoe Co., North Adams,
Mass. Men's Goodyear Welts, retailing
at \$2.50, \$3.00 and \$3.50.
- 8 New Bedford Shoe Co., New Bedford,
Mass.

An **INDISTINCT IMPRESSION** re-
sembling our Union Stamp is likely to be
a **COUNTERFEIT**.

- *9 T. D. Barry & Co., Brockton, Mass.
Men's Welts, retailing at \$3.00, \$3.50,
\$4.00, \$5.00.
- *10 Columbia Shoe Co., Sheboygan, Wis.
Nailed and Standard Screw, retailing
at \$2.00 to \$2.50.
- *12 Arnold Shoe Co., No. Abington, Mass.
Welts, retailing at \$3.00, \$3.50 and \$4.
- *14 Williams-Kneeland Co., So. Braintree,
Mass. Men's Welts, retailing at \$3.50
to \$5.00.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass. Good-
year Welts, retailing at \$3.50 and \$4.00.
- 19 Mechanics' Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co.,
Whitman, Mass. Goodyear Welts, re-
tailing at \$3.00, \$3.50, \$4.00 and \$5.00.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill,
Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North
Easton, Mass.
- *26 Cook-Fitzgerald Co., London, Ontario.

- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams,
Mass. Men's Goodyear Welts, retailing
at \$2.50, \$3.00 and \$3.50.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass. High
Grade Goodyear Welt Shoes for Men
and Women.
- *33 Lange-Janke, Milwaukee, Wis.
- *34 J. M. O'Donnell & Co., Brockton, Mass.
- *35 Honesdale Union Stamp Shoe Co., Hones-
dale, Pa. Men's Goodyear Welts, re-
tailing from \$3.00 up. Also Mill-men's
and Miners' Stand. Screw and Pegged;
Boys', Youths' and Little Gents' Stand-
ard Screw.

Shoes ARE NOT UNION MADE, unless
they bear a plain and distinct impres-
sion of the **UNION STAMP**.

- *36 George A. Slater, Montreal, Can. Good-
year Welts, retailing at from \$5.00 up.
- *37 Foster-Moulton Shoe Co., Brookfield,
Mass. Workmen's Heavy Shoes,
Standard Screw, retailing \$3.00 and
\$3.50; Goodyear Welts, \$3.50 and \$4.00.
Goodyear Welt Outing Shoes, Nailed
Outing Shoes, all colors, for Men, \$3.00;
Boys', \$2.50. Clinch Men's, \$2.50;
Boys' and Youths', \$2.00 and \$1.75.
Elk Skin Shoes a Specialty.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Canada.
- *42 Churchill & Alden Co., Brockton, Mass.
Churchill Shoe, retailing at \$5.00; Ral-
ston Shoe, \$4.00; Fellowcraft Shoe, \$3.00
and \$3.50.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 48 All Leather Shoe Co., Natick, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
Goodyear and Hand Welts, retailing at
\$3.50, \$4, \$5, \$6, \$7.
- *51 Excelsior Shoe & Slipper Co., Cedar-
burg, Wis. Men's McKay and Standard
Screw Specialty Seamless Shoes.

- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass. Goodyear Welts, retailing at \$3, \$3.50 and \$4.00.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Hucksins & Temple Co., Milford, Mass. Men's Goodyear Welts, retailing at \$3 \$3.50 and \$4.00.
- 66 Molders Shoe Co., Detroit, Mich. Iron Molders' Shoes; also Elk Outing Shoes in Men's, Boys', Youths' and Gents'.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Canada.
- *70. Dougherty Shoe Mfg. Co., Portland, Oregon.
- 71 Doherty Bros., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass
- 76 Keiffer Bros., New Orleans, La.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

- 82 L. F. Stevens, Haverhill, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 84 Fred F. Field Co., Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass. Standard Screw Shoes for Men and Boys, retailing at \$1.50 to \$2.50; also a line of high cut Work Shoes at \$2.50 to \$3.50; Flame Proof Moulders' Shoes at \$2.00.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont. Men's McKay, retailing at \$3.50; Welts, \$4.00, \$4.50 and \$5.00.
- 89 Reynolds Shoe Co., Brockton, Mass. Men's and Boys' McKay, retailing at \$2.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 93 Eli Cohen, Springfield, Mass.
- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton, Mass.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- *98 Walnut Shoe Co., Cincinnati, Ohio.
- 99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles,
- *101 Regal Shoe Co., Whitman, Mass. Men's Fine Welt Shoes.

- *101 Regal Shoe Co., Milford, Mass. Men's Fine Welt Shoes.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo. Men's Goodyear Welts, retailing from \$3 to \$5.00.
- 106 Stirling Shoe Co., Providence, R. I.
- 108 Good American Shoe Co., Boston, Mass.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill. Men's Welt Shoes, retailing at \$3.50 and \$4.00.
- *112 Beals & Torrey Shoe Co., Milwaukee, Wis.
- *114 Ames Holden McCready, Ltd., Montreal, Que. Men's Welts, retailing from \$4 to \$7.00; Men's McKay, \$3.00 to \$4.00.
- 115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass. Men's Shoes, retailing at \$3.50, \$4.00, \$5.00.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 Grant Shoe Company, Webster, Mass.
- 123 Union Boot & Shoe Co., Amherst, N. S., Canada.
- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.

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- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich-Fox-Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *153 Farmington Shoe Mfg. Co., Dover, N. H.
- *154 Palma Shoe Co., Walpun, Wiss.
- 155 Asa Herbut Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-op'tive B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass. Goodyear Welts, retailing at \$3, \$3.50, \$4
- *173 H. M. Hanson, Sporting Shoes, Quincy, Mass.

- 176 Alpha Shoe Co., Brockton, Mass.
 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
 *191 Royal Shoe Co., Randolph, Mass. Men's Welts, retailing at \$3.00, \$3.50 and \$4.
 192 Crescent Shoe Co., Brockton, Mass.
 193 H. O. W. Co., Chicago, Ill.
 194 Ackerman Shoe Co., Boston, Mass.
 195 Monroe Shoe Co., Rochester, N. Y.
 196 Summit Shoe Co., Brockton, Mass.
 197 The A. B. C. Shoe Co., New York City, N. Y.
 198 The Locust Shoe Co., Haverhill, Mass.
 199 The James Shoe Co., Haverhill, Mass.
 200 Opel Shoe Co., St. Louis, Mo.
 201 American Shoe Co., Boston, Mass.
 202 International Shoe Co., Montreal, Que.
 203 Standard Shoe Co., Brockton, Mass.
 204 F. C. Richmond Co., Brockton, Mass.
 205 I. T. Specialty Co., No. Stoughton, Mass.
 *206 C. S. Marston, Jr., Haverhill, Mass.
 207 Gagnon Shoe Co., Webster, Wis.
 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
 *210 J. & T. Bell, Montreal, Que.
 *212 Kelly-Evans Co., Brockton, Mass.
 217 Apex Shoe Co., Montreal, Que.
 219 Domestic Shoe Co., Boston, Mass.
 *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 257 Harry C. Brown, Boston, Mass.
 258 Quabaug Shoe Co., No. Brookfield, Mass.
 259 K. B. Shoe Co., Chicago, Ill.
 260 Globe Shoe Co., Portland, Ore.
 263 Raymond, Jones & Co., Boston, Mass.
 264 Crimson Shoe Co., Brockton, Mass.
 *265 F. M. Hoyt Shoe Co., Manchester, N. H. Goodyear Welts, retailing at \$3.00 and \$3.50.
 266 Adams Shoe Co., Haverhill, Mass.
 269 Orange Shoe Co., Haverhill, Mass.
 270 Mound City Shoe Co., St. Louis, Mo.
 271 Waukuz Shoe Co., San Francisco, Cal.
 *272 North Lebanon Shoe Factory, Lebanon, Pa. Men's Standard Screw, pegged or nailed, split, oil grain and kangaroo, retailing at \$1.50 to \$3.00.
 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
 274 The Pioneer Shoe House, New York City, N. Y.
 275 M. Germuth & Son, New York, N. Y.
 276 The Hurd Shoe Co., Utica, N. Y.
 277 Churchill Shoe Co., Brockton, Mass.
 280 Woodman Shoe Co., Brockton, Mass.
 281 Elmira Shoe Co., Elmira, N. Y.
 282 Moorar Shoe Co., Boston, Mass.
 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
 284 Stadium Shoe Co., Syracuse, N. Y.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 221 Granite Rock Shoe Co., Buffalo, N. Y.
 *222 H. B. Reed & Co., Manchester, N. H. Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00.
 223 Richmond Shoe Co., Boston.
 225 Lewis Shoe Co., Boston, Mass.
 226 N. K. Junior Shoe Co., Jackson, Miss.
 227 Henrietta Shoe Co., Columbus, Ohio.
 229 Peerless Shoe Co., Boston, Mass.
 230 Bob Smart Shoe Co., San Antonio, Tex.
 231 Consolidated Shoe Co., East Weymouth, Mass.
 233 Wauchusett Shoe Co., Natick, Mass.
 234 Washington Shoe Co., Haverhill, Mass.
 235 Chancellor Shoe Co., Richmond, Va.
 236 Berkshire Shoe Co., Pittsfield, Mass.
 238 Globe Shoe Co., Syracuse, N. Y.
 239 Garfield Shoe Co., Chicago, Ill.
 240 Trueluck Shoe Co., St. Louis, Mo.
 241 Dexter Shoe Co., Minneapolis, Minn.
 *243 Eagle Shoe Co., Montreal, Que.
 *244 Nesmith Shoe Co., Brockton, Mass.
 245 Adams Shoe Co., Indianapolis, Ind.
 248 The Southern Shoe Co., Richmond, Va.
 251 Twentieth Century Shoe Co., Webster,
 254 Alliance Shoe Co., New York, N. Y.
 255 Perfecto Shoe Co., New York, N. Y.
 *256 H. H. Brown & Co., North Brookfield, Mass. Heavy high-grade Work shoes, pegged, nailed or sewed, retailing at \$1.50, \$2, \$3 to \$6.
- *285 Leonard & Barrows, Middleboro, Mass. Men's Goodyear Welts, retailing from \$3.00 to \$3.50.
 *286 M. A. Packard Shoe Co., Brockton, Mass. Goodyear Welts, retailing at \$3, \$3.50, \$4.00 and \$5.00.
 287 Quincy Shoe Co., Chicago, Ill.
 289 English Shoe Co., New York, N. Y.
 *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
 *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
 291 Big Four Shoe Co., Boston, Mass.
 292 William Penn Shoe Co., Lancaster, Pa.
 293 Trenton Shoe Factory, Toledo, Ohio.
 294 Dalton Shoe Co., Brockton, Mass.
 *296 E. E. Taylor Co., New Bedford, Mass.
 *296 E. E. Taylor Co., Brockton, Mass.
 *296 E. E. Taylor Co., Nashua, N. H.
 *297 Preston B. Keith Shoe Co., Brockton, Mass.
 *298 Whitman & Keith, Brockton, Mass.
 299 Industrial Shoe Co., Brockton, Mass.
 *300 Geo. H. Snow Co., Brockton, Mass.
 301 Erie Shoe Co., Erie, Pa.
 302 Lunelle Shoe Co., Haverhill, Mass.
 *303 Stacy, Adams & Co., Brockton, Mass. Welts, retailing at \$5.00, \$5.50 and \$6.
 304 Monumental Shoe Co., Baltimore, Md.

- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- 309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
Men's Welts, retailing at \$3.50, \$4.00
and \$5.00.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que. Good-
year Welts, retailing at \$4.00, \$4.50, \$5,
\$5.50, \$6.00, \$6.50 and \$7.00.
- 330 Webster Shoe Co., Webster, Mass.
- 331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.

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- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Martin Weber, Newark, N. J.
- 339 Wacanda Shoe Co., Portland, Oregon.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- 343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que. Goodyear Welts, retailing
at \$3.50, \$4, \$4.50, \$5.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- 349 Santa Rosa Shoe Mfg. Co., Santa Rosa,
Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.

- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- *365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Adam Brandau, Detroit, Mich. Molder's
Special, retailing at \$2.50; Molder's \$2;
Men's Elk Outing Shoes, \$3.00.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York,
N. Y.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton, Mass. Goodyear Welts, retailing at
\$3.50, \$4.00 and \$5.00.
- *385 Charles A. Eaton Company, Augusta, Me. Men's Welts, \$3.00 and \$3.50.

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

Factory No.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis. Boys' and Youths' Loose Nailed, Standard Screw and Pegged, retailing at \$1.75 to \$2.00.
- *15 Victor Shoe Co., Salem, Mass. Boys' Welts.

- *21 C. H. Alden Co., No. Abington, Mass. Boys', Youths' and Little Gents' Welts.
- *32 A. E. Little & Co., Brockton, Mass. High Grade Goodyear Welt Shoes for Men and Women.
- *36 Geo. A. Slater, Montreal, Can. Ladies' Goodyear Welts, retailing at from \$3.50 up.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.

- *46 Johansen Bros. Shoe Co., St. Louis, Mo. Ladies' Goodyear Welts, retailing at \$2.50 to \$3.50; Ladies' McKay, \$2.00 to \$3.00; Misses' Goodyear Welts, \$2.00 to \$2.50; Misses' McKay, \$1.50 to \$2.25; Children's Welts, \$1.50 to \$2.00; Children's McKay, \$1.10 to \$1.75.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. Women's, Misses', Boys', Little Gents' and Children's McKay and Standard Screw Specialty Seamless Shoes.
- 55 D. A. Donovan & Co., Lynn, Mass. Ladies' Goodyear Welts, retailing at \$3, \$3.50 and \$4.00; Ladies' Turns, \$3, \$3.50 and \$4.00; Ladies' McKay \$2 and \$2.50.
- 58 Ira J. Webster Co., Haverhill, Mass. Women's Medium Grade, Welt and McKay.
- *65 D. Armstrong & Co., Rochester, N. Y. Ladies' Goodyear Welts, retailing at \$3.50, \$4.00, \$4.50, \$5.00; Ladies' Turns, \$3.50, \$4.00, \$4.50, \$5.00.
- *68 Thompson & Crocker Shoe Co., Boston, Mass. Women's Goodyear Welts, retail at \$3.00, \$3.30, \$4.00 and \$4.50; Women's McKay, retail at \$2 and \$2.50.
- *76 Cass & Daley, Salem, Mass. Boys' and Youths' McKay.
- *83 Framingham Shoe Co., Framingham, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass. Ladies' Goodyear Welts, retailing at \$2.50 to \$4.00; Ladies' Turns, retailing at \$2.50 to \$4.00; Ladies' McKay, \$2.00 to \$3.00.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass. Ladies' Goodyear Welts, retailing at \$3.00 to \$4.00; Ladies' Turns, retailing at \$2.00 to \$4.00.
- *188 Wichert & Gardner, Brooklyn, N. Y. Ladies' Goodyear Welts, retailing at, Oxfords, \$3.50 to \$4.00; Boots, \$4.00 to \$6.00; Ladies' Turns, Oxfords, \$3.00 to \$5.00; Boots, \$4.00 to \$6.00.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., New York, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Maine. Boys' Welts, retailing at \$2.50 to \$3.00; Boys' McKay or nailed, \$2.00 to \$2.50; Youths', \$2.00; Little Gents', \$1.25 to \$2.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Bos-

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a **COUNTERFEIT**.

- 103 V. A. Strout Shoe Co., Boston, Mass. Women's Goodyear Welts, retailing at \$3.00.
- *114 Ames-Holden, Ltd., Montreal, Can. Ladies' Goodyear Welts, retailing at \$4; Ladies' Turns, \$2.50 to \$3.50; Ladies' McKay, \$1.50 to \$3.50; Misses' Goodyear Welts, \$3.00; Misses' Turns, \$1.50 to \$2.00; Misses' McKay, \$2.00 to \$2.50; Children's Turns, \$1.25 to \$2.00; Children's McKay, \$1.00 to \$2.00; Boys' Welts, \$3.50; Boys' McKay, \$2.50; Youths' McKay, \$2.00; Little Gents' McKay, \$1.75 to \$2.50.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- 120 The Travers Shoe Co., Cincinnati, O.
- *124 North Shoe Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *132 W. Bert Lewis Shoe Co., Haverhill, Mass. Women's, Misses' and Children's.
- *139 D. A. Donovan's Sons, Lynn, Mass. Misses' and Children's Goodyear Welts.
- *142 Connolly Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *169 Cushman & Herbert, Haverhill, Mass. Women's Medium McKay.
- ton, Mass. Women's Welts, retailing at \$3.50 and \$4.00.
- *344 Rideau Shoe Co., Ltd., Maissonneuve, Que. Ladies' Goodyear Welts, retailing at \$3.00 to \$3.50; Ladies' Turns, at \$5.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que. Ladies', retailing at \$4.00, \$4.50, \$5.00 and \$6; Boys', \$3.50; Misses', \$3.00; Children's, \$2.50; Infants', \$2.25.
- 383 Braintree Shoe Co., Boston, Mass.

MEN'S SLIPPERS.

Factory No.

- *33 Lange & Jenke, Milwaukee, Wis.
- *38 I. Leitman, Brooklyn, N. Y.
- *39 L. Firtel & Son, New York, N. Y.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass. Retail price, \$2.00 to \$3.50.
- 371 Missouri Slipper Co., St. Louis, Mo.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	PAGE
THE IMMIGRATION PROBLEM . . .	1
UNIONISM AND UNION LABELS . . .	3
SCIENTIFIC MANAGEMENT AND LABOR . . .	5

EDITORIALS

PHILOSOPHY OF THE UNION STAMP . . .	11
INGRATITUDE OF NON-UNION SHOEWORKERS . . .	13
WHEN EMPLOYERS ADVANCE WAGES . . .	14
IMMIGRATION AFTER THE WAR . . .	15
THE CALAMITY HOWLER . . .	16
BRIEFS	17
FRENCH DEPARTMENT	19

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	26
UNION STAMP RULES	27
RULES GOVERNING SICK BENEFITS	27
DEATH BENEFITS	27
LIST OF STAMP FACTORIES	28

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CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

THE IMMIGRATION PROBLEM

The Sixty-Sixth Congress is now in session, says E. G. Myers, in *The Carpenter*, and numerous lobbyists are at the national capital prepared to oppose legislation intended to restrict immigration. Now, we, citizens of the United States, must urge Congress to aid us in this matter and not "big business" only. The bill which passed Congress twice and has been twice vetoed—once by a Republican president and again by a Democratic president—provides, in my judgment, for very proper immigration restrictions.

The bill has been twice vetoed for the reason that it contains a literacy test. On the presidential veto, last year, the House of Representatives came within four votes of passing the measure, despite the chief executive's disapproval. A two-third's vote was necessary and Congress, by a vote of 261 to 136, again declared its opposition to the policy of steamship companies, trusts and combines.

The literacy test simply requires that aliens over 16 years of age, who are not physically incapable of reading shall not be admitted to this country unless they can at least read 30 words in the English language or in some other language or dialect, including Hebrew and Yiddish.

Now, the greatest war ever fought on earth is about to close. This will send millions of war-stricken people to our shores and Congress must restrict immigration in some way. Every voter should write to his representative in Congress to lend a hand to help in this great problem.

We expend in this country every year for the purpose of educating our citizens over \$700,000,000 in money. Some of our states have an educational qualification for voting.

More of them will have an educational qualification for voting in the near future. We proceed upon the theory in this country that the man who is educated makes a better citizen and is more loyal to American ideals than he can be if he is ignorant. The great mass of our people who pay taxes will find if they consult their tax receipts that the school tax is usually the very largest item. It is possible, in view of the sacrifices our people so willingly make to educate the youth of the land that they are willing and anxious to accept from foreign lands immigrants, ignorant and open to them the opportunities this great republic presents.

Has not the time come to say to the horde of immigrants who come to us from the south of Europe you must be able at least to read 30 words in your own language before we can afford to permit you to mingle with the great masses of the people in this country? Mr. Wilson desires to prepare this country against invasion. Thomas Jefferson said: "While we are providing for the fortification of our country against the foreign foe, I am in favor of fortifying it against the influx of undesirable immigration."

It is no answer to say that many of the immigrants who reached this country prior to 1883 could not read and write that their descendants are now among our best citizens, and that although they could not read and write they made good citizens themselves.

In those days the land was still open and the government was able to give away farms. A man could have one by simply asking for it and living on it. Our public domain is gone, however. Public lands,

capable of producing crops have nearly all been given away and today from the best classes of our agricultural population thousands and thousands of skilled farmers are crossing our northern boundary into the great Canadian Northwest.

In 1914 there landed on our shores 1,450,567 immigrants. The influx of immigration is not quite so large now on account of the fact that the nations of Europe are engaged in a war, but when the war closes we may expect a larger immigration than ever. Prior to June 30, 1910, and after July 1, 1819, 33,000,000 immigrants were admitted to the United States.

Cheap labor from the south of Europe may add to the profits of a shipping trust. The great Colorado mining corporations flanced with Standard Oil money and great steel corporations anxious always to employ the cheapest labor in order to increase to their stockholders the amounts paid out in dividends, but these considerations do not influence the senator who has the welfare of his country at heart.

Ignorance among citizens is the greatest enemy of our popular government. It affords an opportunity for boss rule and for the special privilege exercised by predatory exploiting interests. The uneducated do not know their own rights or understand what promotes their own welfare. They are the victims and the tools of political malefactors. Education is a requirement of every American who seeks a position of responsibility. As a means of securing men of high character, a literacy test of requirement varying with the nature of the office is imposed for all official positions, for the civil service, for police duty and for other work. It is recognized as the most practically effective test.

Illiteracy is a hindrance in all work. It is an obstacle to securing better conditions of labor and a menace to the safety and health of the workers. Illiteracy is what shuts the individual off from opportunity. Education opens the door of opportunity.

Certain persons say the south wants the surplus immigration. The immigrants go where it is most profitable and agreeable for them to go and they do not go to the south or the rural districts. The south is afflicted with one unfortunate illiterate element, which drove the average white who did not have money to buy a tract of fertile land, into the hills and mountains. But now they are beginning to come back down to work in the mines, in the factories, and on the farms. Without any foreign immigration, the south during the last thirty years has increased

faster in railroad mileage, in bank deposits, in number of cotton mill spindles, in mineral output and in every other field, including population, on labor supplied out of its own loins, than has the northeast, with all its immigration.

Last winter when 90 per cent of our people were walking the streets of Pittsburgh, the following "ad" appeared in a Pittsburgh paper:

MEN WANTED—Trimmers, catchers and helpers to work in open shops; Syrians, Poles and Romanians preferred. Fare paid and no fees charged.

The wage earners believe in effective regulation of immigration, because they desire to retain the American standard of living. The standard of wages for both unskilled and skilled labor in this country is the result of many years of effort by organized labor. When an immigrant accepts work at less than the standard wage he not only takes the place of a man working at a higher rate, but he assists in forcing downward the prevailing rate of wages in that industry, which result carries with it a corresponding reduction in the physical, moral and intellectual standard of American life.

It is now an undisputed fact that in many industries the immigrants who come here are working for wages so low that the American worker insisting on American standards cannot compete with them; in fact, they cannot support a family on the wages paid them. It may be well understood that the governments of Europe will exert themselves to the utmost to the end that those who are fit and who survive the destruction of the present conflict will not be permitted to leave their native countries, but will be seduced by whatever promises are necessary to remain and aid in the restoration of those countries to the lost position in commerce and industry at the same time offering whatever inducements or assistance they may to the migration of the unfit to the United States, Canada or any other country that may receive them. For this if for no other reason the organized labor movement of the North American continent should devote without cessation its most earnest endeavor to secure the passage of some bill containing the provision for the literacy test.

It is a historic fact that European wars during the past century have been followed by immigration to the North American continent. An important factor in these migrations has been the heavy taxation which resulted from war. This war will be followed by the dumping of the wreckage here.

UNIONISM AND UNION LABELS

By Robert Hunter

Let him who questions the value of unionism pause and consider for a moment just one thing that unionism has accomplished.

It is well known that in the early days of the present factory system the day's work extended usually to 14 or 16 hours.

This long day existed for all workers, the skilled and the unskilled, the children as well as the men and women.

The workers had not yet learned to organize, and as individuals they were utterly helpless to effect a change in the hours of their labor or in the scale of their wages.

There were, of course, no laws to protect them, and so they were entirely at the mercy of their employers.

The normal conditions that existed in the factory system little more than half a century ago in England and elsewhere throughout the world are equalled today only in certain plague spots.

When one reads the story of the misery and oppression, the long hours and low wages of those days one wonders how the workers managed to live at all.

How much the condition of the workers generally has been improved it is by no means easy to say, but we do know that the condition of the workers has vastly improved wherever they have learned to value unity.

In those trades where the men have known enough to fight for their rights and to stand together there has arisen what some scoffers like to call an "aristocracy of labor."

And if in certain trades there are indeed aristocrats of labor, it is simply because they have had the intelligence enough to fight together, to pay dues to one organization and to battle always with unity and solidarity.

And what they have done all other workers can do.

The "aristocrats" hold no patent on their method of action, and by acting in the same manner all other toilers can win all the "aristocrats" have won.

Now it is difficult to ascertain just how much union workers have benefited by higher wages.

In that matter there is always the question as to the increased cost of living, which makes difficult any comparison of wages here and abroad or of wages now with those of 40 years ago.

The best one can do is to compare wages and hours today in one trade that is organized with the wages and hours in another trade that is unorganized.

This has been well done by the department of labor at Washington, and the figures gathered by that department show beyond dispute the enormous benefits that have come to labor as a result of organization.

Consider for one moment the following facts:

We all know that the workers in the iron and steel trade are poorly organized, and we find that the hours of labor in this trade are from 60 to 72 per week.

The hot blast men in all parts of the country work about 84 hours per week.

On the other hand, we all know that the stone and granite cutters are well organized.

When we look up the figures of their hours we find that they work about 48 hours per week.

* * * * *

The bricklayers, the carpenters, the hod-carriers, the painters, the paperhangers and the plumbers are highly organized trades, and when we inquire into the hours worked by these we find that they rarely average more than 50 hours per week.

These workers, then, are the "aristocrats" of labor simply because they are well united in their trade, are loyal to their organization, pay their dues and fight a common fight.

It would be difficult to find an argument in support of unionism so potent as this one.

To find one set of workers like the stone cutters working 48 hours per week, and another set of workers in the iron and steel trade working 84 hours per week, should alone be enough to convince every toiler in this wide land of the value of unionism.

But this is not all. The hot blast men, who work an average of 80 hours a week, obtain only about 16 cents per hour for their labor.

The stone cutters, who work on an average of 48 hours per week, receive an average of 41 cents per hour.

In other words, the stone cutters, working about the time of the hot blast men, receive at the end of a week much larger wages.

To look at it in another way, a hot blast man during his life sells to his boss an amount of labor equal to that sold by two stone cutters during their life.

The hot blast worker gives in one life what one stone cutter would need two lives to give, and he gives the labor of two lives for less money than a stone cutter receives for the labor of his one life.

Think of this, and then consider how tragic

it is that one must actually persuade workmen to believe in industrial unity.

It is almost impossible to believe that any class of workers should be blind to the value of unionism or loath to suffer almost anything to achieve it.

And what astounding evidence of the working class stupidity it would be if the workers of this country should without a fight allow their unions to be crushed and their right of organization taken away by capitalist legislatures and courts.

The value of unity is so clear, the gains for those who have united are so evident, and the necessity of organization for all workers is so great that it would seem that men, if they have intelligence to fight for anything, they would surely fight for this.

A few men, weak and helpless as individuals, can by unity become a powerful force.

Unionism is the hope, the only hope, of the working class.

Individuals may go up or down in our present social system, but the workers as a whole can progress upward only through the exercise of unionism.

This is beyond all dispute, yet few of us have even begun to grasp the great meaning, the value or the power of unity.

Millions of men here in America do not yet dream of the immense financial value to them of unionism.

Less than three million men realize the power of unity in the shop.

And how few they are compared with the rest of the workers in America! Yet look at what unity has done for them.

They have the shortest hours, the highest wages, the best treatment.

They have hope, confidence, self-respect.

They have to an extent emancipated themselves from subjection to individual oppressors, vile conditions, low wages and long hours; yet even they, the most intelligent of the working class, do not yet understand the full power of unity.

Think what it would mean if every man, woman and child who toil in this country should be bound together in bonds of perfect brotherhood!

Think what they could do in case of a strike or a lockout or any difference whatever with the powers that rule this world!

If they would all unite how quickly they could bring tyranny to its knees!

Of course, the unity must be first of all and above all the unity of men in the shop, the mills, the mines and the factories.

These workers must stand by each other, believe in each other, work with each other and love each other in the shop, but there must also be unity when they go to the grocer or the clothier.

Today union men often spend \$40 a month to destroy unionism where they give \$1 a month to build up unionism.

The union men of this country as a body spend no less than \$1,500,000,000 a year to purchase the necessities of life.

Every dollar of that immense sum that is spent for non-union goods is spent to break down the unions.

When a strike is on union men all over the country send their contributions to support the strike.

They do all in their power to support their brother unionists when they seem to be in trouble, but the little strike which you aid here or there by contributions is nothing compared with the evil your millions of dollars do in supporting non-union products.

When a unionist spends \$40 a month buying scab products he is trying with a great big hand to pull down the unionism which his poor little dollar of dues to his union is trying to build up.

When a union man gives a dollar a month to support his union he is very proud of himself as a good unionist. He thinks himself a philanthropist. I suppose he thinks that that miserable dollar a month will build up a powerful trade union movement. But it never can while he continues to put many dollars a month into ten-cent stores and the purchasing of the products of prison and scab labor which is cutting the very ground from under his union.

Suppose every man of the three million trade unionists in this country considered it a crime to buy prison products or scab labor products; suppose the merchants knew that every penny of the billion and a half dollars spent by these trade unionists would be spent only for union goods, what would you see?

Every store in this broad land patronized by workmen would have a big union label over its door. Merchants would themselves advertise the union label, and manufacturers would produce union products and hire union labor or go bankrupt. If union men bought right, they would not have to strike so much.

That, brothers, is the power of unity in the small matter of spending a week's wage. The buying power of labor, if exercised in unity, would solve many of the problems of labor.

Back of every union fighter, back of every strike, back of every industrial battle would be the power of three million men and the power of a billion and a half of real dollars spent each year.

Every dollar spent by union labor for union goods is money in your own pocket. Think of that!

SCIENTIFIC MANAGEMENT AND LABOR

By John P. Fry^{o y}—Editor International Moulders' Journal.

(Concluded)

There can be little doubt that "Scientific Management" as we found it applied tends to weaken the power of the individual worker, as against the employer, setting aside all questions of personal attitude and the particular opportunity and methods for voicing the workers' complaints and enforcing their demands. It tends in practice to confine each worker to a particular task or operation, or the most limited number of these. It narrows the worker's outlook and limits his opportunity of acquiring skill and knowledge through experience, and limits his growth towards craftsmanship. The worker is, therefore, easier to displace. Personal interviews with workers brought to light many instances of pressure, indicating how difficult, if not impossible, it was for them to act collectively under the systems. The individual workers were reluctant to call attention to work which had been poorly done by other workers, because it gave them the reputation of being cranks or fault-finders among the workers of their own and other groups, and made them objects of unwelcomed attention on the part of the instructors, gang bosses, speed bosses and time-study men. Most of the workers interviewed seemed to feel themselves helpless in the face of the machinery which the system had built up, and each one was endeavoring to protect himself only. Frequently the worker who is timed on the job is a pacemaker, and consciously such, which creates an attitude on the part of his fellow workers which can be readily understood. Where the task is set too high, the workers complain that their predecessors skimp the work in their efforts to earn their bonus, and that much of this skimmed work passes the inspectors during the process of production. Neither is favoritism eliminated, this being particularly true where the foreman is paid a bonus on the work done under him. A source of irritation was also found in the sudden jump in rates which takes place under some of these systems when the task has been accomplished. The worker who just misses the mark, and, therefore, loses his bonus, feels irritated when he sees other workers attaining their bonus, through some favoring circumstances or because they have succeeded in evading the inspector's vigilance, or because the

time studies have not been thorough enough to make proper allowance for difference in the skill required or the materials used on the job.

Dealing with this subject the Hoxie report says:

"Beyond the question of irritation is that of the general effect of 'Scientific Management' methods on the motives and attitudes of the workers. Here the count seems to be decidedly in favor of the trade-union charges. Almost everything points to the strengthening of the individualistic motive and the weakening of group solidarity. Each worker is bent on the attainment of his individual task. He cannot combine with his fellows to determine how much that task shall be. If the individual slows down, he merely lessens his wages and prejudices his standing without helping his neighbor. If he can beat the other fellow, he helps himself without affecting the other's task or pay. Assistance, unless the man is a paid instructor, is at personal cost. Special rewards, where offered, are for the individual. The chance of promotion is supposed to depend on the individual record. Rules of seniority are not recognized. Sometimes, personal rivalry is stimulated by the posting of individual records or classification of the workers by name into Excellent, Good, Poor, etc. Potential groups are broken up by the constant changes in methods and re-classification of workers which is the mission of time-study. The whole gospel of 'Scientific Management' to the worker is to the individual, telling him how, by special efficiency, he can cut loose from the mass, and rise in wages and position to a man of consequence. Only by the welfare work outside the working hours is there anything done to bring the men together. But once seated at the bench or machine, they are so many individual atoms, each dependent on his own exertions for the position he shall occupy in the heap. Decidedly, then, 'Scientific Management,' does not tend to the development of group solidarity within the shop.

"With the power of the individual weakened, and the chances lessened for the development of group and group solidarity, the democratic possibilities of 'Scientific Management,' barring the presence of unionism, would seem to be scant. The individual is manifestly in no position to cope with the employer on a basis of equality. Collective bargaining directly by the men employed is, under the circumstances, almost unthinkable. Unless, then, 'Scientific Management' has evolved and put into practice something to offset this manifest weakness of the individual and the shop group in their dealings with the employers, or holds itself ready to co-operate with unions outside, it cannot by any stretch of the imagination be called democratic."

We were almost invariably informed that the workers had every opportunity of having their complaints or grievances fully considered and adjusted, and that the door to the general manager's office was always open to the workers who had failed to receive satisfaction from those holding subordinate managerial positions, but when efforts were made to discover how many workers have availed themselves of this privilege, the number was found to be practically zero.

General Labor Problems Arising from the Introduction of "Scientific Management"

Under this heading the Hoxie report brings together the results of the whole investigation in regard to the general effects and tendencies of "Scientific Management" relative to labor. It is, therefore, the clearest and most concise statement that can be made. As the work on this section was submitted paragraph by paragraph to the experts, and it was modified by them in the process of making, it is in the nature of a joint product. On both accounts I feel justified in making my statements a condensation of this section.

Probably no one will dispute the statement that "Scientific Management" at its best greatly accelerates the modern tendency towards specialization of the workers. An example of this is afforded by the work of the machine operator, whose machine is not largely of the semi-automatic or automatic type.

Under the ordinary form of management found in industries, the machine operator is something more than a mere feeder of material into a machine, for he performs manual and mental labor as the result of his craft knowledge and skill, which is as essential to complete the product as is the work done by the machine. In addition to being a machine operator, he cares for the machine, corrects and repairs minor accidents, makes necessary adjustments, attends to the belting and grinds his own tools. He exercises also, within reasonable limits, and where there is a call for his initiative and dependence upon his craft knowledge, individual judgment in the laying out and setting up of a job, and in determining the method and the feed and speed to be employed in running the material through. Under "Scientific Management," on the other hand, in its fullest development, this same workman becomes a mere machine tender. All the extra work is done for him by a series of functional foremen or specialist

workmen. The belting connected with the machine is cared for by a special functionary, the belt man; the tools which he uses are brought to him already ground by a specialist who does nothing else; his materials are always at hand, delivered by the move man, who also takes away the product. The laying out and setting up of the work, the feed and speed to be used in doing it, and the mode of handling the material and putting it through the machine are determined by special functionaries and embodied in written instructions, except where the functional foreman is actually present to perform or assist in the initial operation or where the work is so thoroughly subdivided and repetitive that actual instructions are not deemed necessary, and though the worker may depart in some instances from the instructions given, he does so at the peril of the bonus, premium or higher differential piece rate. Under the system fully developed, he is intended to be, and is, in fact, a machine feeder and a machine feeder only, with the possibility of auxiliary operations clearly cut off and with means applied to discourage experimentation. What applies to the machine feeder applies with more or less thoroughness to machine and hand operatives generally. Functional foremanship brings the managerial activity into every phase of the shop work. As Mr. Taylor says: "It effects a more equal division of the work between the management and the men by taking from the latter many of the activities which they were formerly obliged to perform."

But it is not merely in stripping from the job its auxiliary operations that "Scientific Management" tends to specialize the work and the workmen. Time study, the chief corner stone of all systems of "Scientific Management," tends inherently to the narrowing of the job or task itself. The chief function of time study is the analysis of work, the reduction of operations to their elementary motions and units, and the recombination of these elements into operation more quickly and easily performed. Doubtless time study thus may sometimes result in the discovery that new elements or operations may be added to former jobs with a distinct contribution to efficiency and economy, or that former operations may be efficiently combined. But as the final object of time study, as far as it directly touches the workers, is to make possible the setting of tasks so simple and uniform and so free from possible causes of interruption and variation that definite and invariable

time limits can be placed upon them, and the worker may be unimpeded in his efficient performance of them by the necessity for questioning and deliberation, the preponderating tendency of time study is to split up the work into smaller and simpler operations and tasks. This tendency is not always apparent in "Scientific Management" shops, because sometimes, especially where these represent an old established machine industry, the specialization of work has already been carried to the extreme possible with the machinery in use. But time study furthers the invention of new machinery of a more automatic type and of machinery for the performance of former hand operations. An interesting sidelight was thrown upon this whole matter in one shop visited where time study for standardization and improvement had been especially emphasized. Here former hand work has been progressively converted into machine work, and the cycle of many operations in the particular job had become so short that the management has been unable to catch them accurately by means of the stop watch, and so despaired of being able to set tasks by means of elementary time study. Decidedly, then, time study tends to further the modern tendency toward specialization of the job and the task.

The inherent tendency to specialization is buttressed, broadened in its scope and perpetuated by the progressive gathering up and systematizing in the hands of the employers of all the traditional craft knowledge in the possession of the workers. With this information in hand, and functional foremanship to direct its use, "Scientific Management" claims to have no need of craftsmen, in the old sense of the term, and, therefore, no need for an apprenticeship system except for the training of functional foremen. It, therefore, tends to neglect apprenticeship except for the training of the few. And as this accumulation of systematized knowledge in the hands of the employers grows, they are enabled to broaden the scope of its operation, to attack and specialize new operations, new crafts and new industries, so that the tendency is to reduce more and more work to simple, specialized operations and more and more workers to the position of narrow specialists. Nor does "Scientific Management" afford anything in itself to check or offset this specialization tendency. The instruction and training offered is for specialist workmen. Selection and adaptation are specializing in their tendencies. Promotion is for the re-

latively few. The whole system, in its conception and operation, is pointed toward a universally specialized industrial regime.

The following editorial from a recent issue of *THE INTERNATIONAL MOULDERS' JOURNAL* attempts to describe the condition which is being created by "Scientific Management" as we found it in practice.

"Modern Industry and Craft Skill."

"The one great asset of the wage worker has been his craftsmanship. We think of craftsmanship ordinarily as the ability to manipulate skilfully the tools and materials of craft or trade. But true craftsmanship is much more than this. The really essential element in it is not manual skill and dexterity, but something stored up in the mind of the worker. This something is partly the intimate knowledge of the character and uses of the tools, materials and processes of the craft which tradition and experience have given the worker. But beyond this and above this, it is the knowledge which enables him to understand and overcome the constantly arising difficulties that grow out of variations, not only in the tools and materials, but in the conditions under which the work must be done.

In the past, for the most part, the skilful manipulation of the tools and materials of a craft and this craftsmanship of the brain have been bound up together in the person of the worker and have been his possession. And it is this unique possession of craft knowledge and craft skill on the part of a body of wage workers—that is, their possession of these things and the employer's ignorance of them—that has enabled the workers to organize and force better terms from the employers. On this unique possession has depended more than on any other one factor the strength of trade-unionism and the ability of unions to improve the conditions of their members.

"This being true, it is evident that the greatest blow that could be delivered against unionism and the organized workers would be the separation of craft knowledge from craft skill. For if the skilled use of tools could be secured from workmen apart from the craft knowledge which only years of experience can build up, the production of 'skilled workmen' from unskilled hands would be a matter in almost any craft of but a few days or weeks; any craft would be thrown open to the competition of an almost unlimited labor supply; the craftsmen in it would be practically at the mercy of the employer.

Of late, this separation of craft knowledge and craft skill has actually taken place in an ever widening area and with an ever increasing acceleration. Its process is shown in the two main forms which it has been taking. The first of these is the introduction of machinery and the standardization of tools, materials, product and process, which makes production possible on a large scale and the specialization of the workmen. Each workman under such circumstances needs and can exercise only a little craft knowledge and a little craft skill. But he is still a craftsman, though only a narrow one and

subject to much competition from below. The second form, more insidious and more dangerous than the first, but to the significance of which most of have not yet become aroused, is the gathering up of all this scattered craft knowledge, systematizing it and concentrating it in the hands of the employer and then doling it out again only in the form of minute instructions, giving to each worker only the knowledge needed for the mechanical performance of a particular relatively minute task. This process it is evident separates skill and knowledge even in their narrow relationship. When it is completed, the worker is no longer a craftsman in any sense, but is an animated tool of the management. He has no need of special craft knowledge or craft skill, or any power to acquire them if he had, and any man who walks the street is a competitor for his job.

"There is no body of skilled workmen today safe from the one or the other of these forces tending to deprive them of their unique craft knowledge and skill. Only what may be termed frontier trades are dependent now on all around craftsmen. These trades are likely at any time to be standardized and systematized and to fall under the influence of this double process of specialization. The problem thus raised is the greatest one which organized labor faces. For if we do not wish to see the American workman reduced to a great semi-skilled and perhaps little organized mass, a new mode of protection must be found for the working conditions and standards of living which unions have secured, and some means must be discovered of giving back to the worker what he is fast losing in the narrowing of the skill and the theft of his craft knowledge. It is another problem which the organized workmen must solve for themselves and for society.

"Under these circumstances, the progressive degeneration of craftsmanship and the progressive degradation of skilled craftsman seem inevitable."

In connection with the thoughts just expressed, I desire to submit another excerpt from the Hoxie report:

"'Scientific Management,' it says, 'would seem to offer possibilities ultimately of better market control or better adaptation to market conditions, but the experience of the past year of depression indicates that at present no such possibilities generally exist.

"Finally, until unionism as it exists has been done away with or has undergone essential modification, 'Scientific Management' cannot be said to make for the avoidance of strikes, and the establishment of industrial peace. Mr. Taylor's statement that no strike has ever occurred under 'Scientific Management' means simply that if a strike occurs, 'Scientific Management,' in Mr. Taylor's conception of it, does not exist. Your investigator has discovered several well authenticated cases of strikes which have occurred in 'Scientific Management' shops. He is inclined to believe that they are less frequent in this class of shops than elsewhere in similar establishments, owing largely to the fact that organized workmen are on the

whole little employed. In its extension, however, it is certain that 'Scientific Management' is a constant menace to industrial peace. So long as present day unionism exists, and unionists continue to believe as they seem warranted in doing, that 'Scientific Management' means the destruction of the organizations or their present rules and regulations, unionism will continue to oppose it energetically and whenever and wherever opportunity affords."

Conclusions.

Our purpose has been to describe the conditions affecting labor which were found in manufacturing establishments where "Scientific Management" had been introduced rather than to discuss or attempt to analyze the theories of this new factor which is being introduced into the machinery of production. Our conclusions are drawn from evidence which was secured through personal observation of the investigators and the interviews which were held with efficiency experts, managers and shop men.

It is my opinion that the inequalities, variations and contradictions which were found in establishments applying "Scientific Management" were due:

1. To the employers' desire to apply just that portion of the theory and rules of "Scientific Management" which they deemed most advantageous to themselves.

2. To the desire to secure the fullest output of their plant by the shortest cut and the lowest immediate labor cost.

3. To the employer's personal viewpoint as to his relationship and duties to the workers in his employ.

4. To the extent to which the employer's knowledge of the laws governing production was balanced by a knowledge of the laws of economics and sociology.

5. To the extent to which the autocratic spirit is balanced by the employer's conception of industrial democracy in formulating shop rules and establishing the terms of employment and the conditions under which labor is to be performed.

In talking with the workers in "Scientific Management" shops we were informed that the system tended to cause some workers to slight their work to the limit made possible by the degree of inspection which prevailed over them; that it tended to the passing of work which was a shade under the standard; that it tended to develop deliberate schemes to slight work on the part of some workers and often became a source of friction between workers, as the slighted work increased the labor of other workers.

Many of the workers interviewed held that "Scientific Management:"

1. Makes the workers over-exert themselves.
2. Creates shop jealousies.
3. Enables foremen, through collusion with the planning room, to play favorites.
4. Makes workers shirk work, leaving the task more difficult for those next in the line for the handling of the material.
5. Forces the high grade workman to often bear a large part of the burden of experiments and to work out new material without any adequate remuneration.

The evidences would indicate that, aside from the determination of machine speeds and the cutting speed of tools, time study is largely a matter of the time-study man's personal judgment, for he determines:

1. How many time studies shall be made on the job.
2. When the time studies shall be made.
3. Whether the tools, the material and the equipment is in proper condition.
4. How many workers shall be timed on the job.
5. Who the workers shall be on whom time studies shall be made.
6. Whether they shall be the slowest, average or speediest workers.
7. What elementary times shall be thrown out; that is, the number of longest and shortest times which will be discarded from the record before the time to be accepted shall be computed from the figures which remain.

It was fully demonstrated that one object of "Scientific Management" was to specialize the work and divide it into the minutest sub-division possible, for the more thoroughly this was accomplished the more successfully the system could be operated from the employers' point of view and the shorter the period required to train new workers to perform the work.

Regardless of the form of payment, whether bonus, premium or differential piece work, or any variation of these methods, the purpose is to stimulate the workers to accomplish the task which has been set for them by the time-study men, or the planning room. Without this stimulus the employers feel that the workers would not accomplish the task.

In the majority of instances there were no safeguards established to protect the workers from over-exertion, but instead they were stimulated to work to the extent of their physical ability and instances were encountered where the methods applied aimed to secure the workers' limit of strength and exertion.

In the great majority of cases there was no system of training intended to develop young men into competent craftsmen, and in many instances the statement was made that the thoroughly trained mechanics or craftsmen were no longer required. Apprenticeship, except in one instance, had been wholly discontinued and in this establishment, employing hundreds of workers, but nine boys were being given an opportunity of learning a trade.

General manual skill was not being developed. The rule was to train workers in the use of but a few hand or machine tools. The workers were made familiar with the manual skill required to perform but a few of the operations necessary to complete the finished article.

Except for the skilled craftsmen required to perform work which as yet it has been impossible to subdivide, and which, therefore, required skill, long training and craft judgment to accomplish, it was the practically unanimous opinion of shop managers that workers possessed of wide craft knowledge were no longer required. In hiring workers they seek for those who are familiar with but a few hand tools, one process or machine.

It was apparent that under "Scientific Management" the workers were made dependent upon the functional foremen and the planning room for craft and mechanical knowledge required in the establishment:

1. Because the workers were trained to become "one job and one operation" men.
2. Because when leaving one "Scientific Management" shop in which they had received their training as workmen, they became practically unskilled labor, unless they could secure employment at their own subdivided and restricted specialty in some other shop.
3. Because a broad industrial training had been denied them.

It was evident that collective bargaining or negotiations relative to terms or employment and conditions of labor between employer and workers had been eliminated, as the employers arbitrarily determined:

1. All shop rules.
2. The rate of wage.
3. Whether labor should be paid by the bonus, premium, differential piece system, or some modification of these.
4. What should be the time allowed for the performance of a task, or the accomplishment of a so-called standard of efficiency.
5. What the hours of labor should be.

6. What industrial education should be given to the workers.

7. What method would be established by which the individual workers might receive a hearing.

8. What should be the basis of hiring and the grounds for discharge.

9. What facilities would be provided for performing the work.

10. That the workers should be dealt with as individuals, and that there should be no collective bargaining between the employers and workers to determine the terms of employment and the conditions of labor.

After Mr. Hoxie's report had been examined and endorsed by Mr. Robert Valentine and myself, a brief statement was prepared by the three who had participated in the investigation which contained the conclusions which they had jointly reached.

My statement will be brought to a close by quoting the following, from these joint conclusions:

"Two essential points stand forth. The first point is that 'Scientific Management,' at its best and adequately applied, exemplifies one of the advanced stages of the industrial revolution which began with the invention and introduction of machinery. Because of its youth and the necessary application of its principles to a competitive state of industry, it is in many respects crude, many of its devices are contradictory of its announced principles, and it is inadequately scientific. Nevertheless, it is to date the latest word in the sheer mechanics of production and inherently in line with the march of events.

"Our industries should adopt all methods which replace inaccuracy with accurate knowledge and which systematically operate to eliminate economic waste. 'Scientific Management' at its best has succeeded in creating an organic whole of the several departments of an institution establishing a co-ordination of their functions which has previously been impossible, and, in this respect, it has conferred great benefits on industry. The social problem created by 'Scientific Management' does not lie in this field. It is in its direct and indirect effects upon labor that controversy has arisen, and it was in this field that the investigation was principally made. For the present, the introducers and applicors of 'Scientific Management' have no influence to direct them, except where labor is thoroughly organized, other than their ideals, personal views, humanitarianism or sordid desire for immediate profit with slight regard for labor's welfare.

"The second point is that neither organized nor unorganized labor finds in 'Scientific Management' any adequate protection to their standards of living, any progressive means for industrial education, or any opportunity for industrial democracy by which labor may create for itself a progressively efficient share in efficient management. And, therefore, as unorganized labor is totally

unequipped to work for these human rights, it becomes doubly the duty of organized labor to work unceasingly and unswervingly for them, and, if necessary, to combat an industrial development which not only does not contain conditions favorable to their growth, but, in many respects, is hostile soil."

LOW WAGES OVERLOOKED.

The Russell Sage Foundation has published the results of a survey of Springfield, Ill., charities. It is shown that as many as 1,764 families received some kind of charitable aid in 1913, the year studied.

In a press review, the Foundation says: "The chief factors in making these families dependent or abnormal were found to be tuberculosis, sickness, other than tuberculosis, widowhood, irregular school attendance, desertion and intemperance. Unemployment, non-support, mental deficiency, crippled condition and blindness were also factors of importance in producing abnormal conditions."

No reference to the evils of low wages is made in the press review, which is furnished editors with this significant statement by E. G. Routzahn of the Foundation:

"The following is submitted in the hope that, if acceptable, it may prove a slight contribution toward securing more general appreciation of the spirit and purpose of modern organized charity."—G a r m e n t Worker.

HER LOGIC.

The waltz was over and the partner of the pretty girl, a serious youth with spectacles, said to her: "Let us go and walk in the garden."

"Oh, no," she said, "I don't want to go into the garden without a chaperon."

The bespectacled youth was mildly shocked. "I assure you," he exclaimed, "that you will not need a chaperon."

The girl tossed her head. "Then," she replied. "I don't want to go into the garden."

SHE KNEW IT ALREADY.

"My dear," remarked Jones, who had just finished reading a book on the wonders of nature, "this really is a remarkable work. Nature is marvelous! Stupendous! When I read a work like this it makes me think how puerile, how insignificant is man."

"Huh!" sniffed his better half. "A woman doesn't have to wade through four hundred pages to find out the same thing."

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

PHILOSOPHY OF THE UNION STAMP.

Since January, 1902, there has appeared on the front cover of each issue of the Journal, the Union Stamp accompanied by these words: "The emblem of justice to the worker, success to the manufacturer, profit to the retailer, and peace to the community." The foregoing quotation is not only a comprehensive expression of the philosophy of our Union Stamp, but it also expresses in a clear and broad way the purposes, the policy, the achievements and the results of membership in the Boot and Shoe Workers' Union. We know of no better way to familiarize our members and friends with the character, the substance and the worthiness of the Boot and Shoe Workers' Union than to emphasize the four points named and quoted from the front cover of the Journal for the past fourteen years.

First, and very properly first, is the statement that the Union Stamp stands for "justice to the worker." That surely should be the first object of any labor organization, and consequently of any union label. We have always placed justice to the worker first in our purposes. Sometimes there is a difference of opinion as to what policy or as to what method will best promote the worthy purpose of justice to the worker. There are some who believe in radical policies of aggression; there are others who believe in radical policies of peace. As between these two extremes, both radical, please note, the Boot and Shoe Workers' Union has chosen the radical policy of peace.

For more than eighteen years the Boot and Shoe Workers' Union has pursued the

policy of arbitration in connection with its Union Stamp. There have always been some within the ranks of its membership who have believed in strikes, but they have been in the minority. There have always been some who believed that the Union Stamp should not be issued to any manufacturer unless he had first accepted a satisfactory bill of wages, but the prevailing sentiment in the Boot and Shoe Workers' Union has wisely been, during the past eighteen years, that if a shoe manufacturing concern takes on the Union Stamp and signs a contract to mutually adjust or arbitrate any dispute that comes up, from that moment the employees in that establishment are in the position of making a collective bargain, and from that moment their wages or working conditions begin to improve. Another shop's crew have been taken out of the ranks of the unorganized and placed in a position where they may begin to obtain a larger share of "justice to the worker."

At every convention of our organization this question of policy has come up for discussion, and by larger and larger majorities, it has been decided in effect that justice to the worker is to be promoted in our craft by issuing the Union Stamp on arbitration contracts. If the policy of exacting the highest bill of wages before issuing the Union Stamp was to prevail, the only logical conclusion must be that there could only be one factory using the Union Stamp, that factory being the one that pays the highest price. This would not necessarily mean that employees in that factory should earn the highest wages, because the question of earnings is complicated by working conditions, classification of work, factory systems and the ability of the concern to sell goods and to plan its production.

If a factory applying for the use of the Union Stamp has an extremely low standard of earnings, the process of betterment is usually more rapid, because of the low level of the wages. If, on the other hand, a factory applying for the use of the Union Stamp has a high level of earnings, the process of betterment will be less rapid and the changes will be less radical. Therefore, we have found that the lower the wages in the factory that applies for the Union Stamp

the better the reason for the issuing of the Union Stamp to that factory upon its existing conditions, because the more certain the employees of that factory are to benefit either through mutual adjustments or through arbitration in case of failure to agree.

"Justice to the worker" does not contemplate that the worker has all the rights and the employer none. It does not contemplate that the workers shall have everything their own way without regard to the existence of the business which gives them employment. Neither does it contemplate that the inefficiency of the employer in ordinary business matters shall be a justification for low wages. We do not ask the shoe manufacturer to pay impossible prices for labor, nor will we consent that the shoe manufacturer shall require his workmen to live upon an impossible wage.

"Justice to the worker," as we see it, does not necessarily imply that every employee shall get an advance, whether he is entitled to it or not, every week, month or year; but it does imply that there is a process of betterment of wages or conditions constantly going on, and, subject to individual exceptions, tending to advance the material welfare of the shoe workers from year to year, and we have found, in the experience of our organization, that it is better to have the constant process of betterment in operation through our policy of arbitration and our Union Stamp, than to be subject to the violent fluctuations of membership and resources that have always been characteristic of strike unions in the shoe trade. This is by no means a matter of theory. We have before us the practical results. There has not only been a tendency toward advanced wages in the lower paid factories, but wages have also advanced in the higher paid factories, and the members of our union, first and last, have received extremely large dividends, permanent and continuous dividends, for their investment in the union and from the continuation of its policy of "justice to the worker" through arbitration and the Union Stamp.

Taking up the second point, "success to the manufacturer," it is only fair that if the manufacturer co-operates with us in rendering justice to the worker, that so far as any matters within our control are concerned, we should endeavor to promote his success. If he agrees with us to accept the principle of collective bargaining and deal with us as a union and either to adjust or

arbitrate any difference of opinion that may arise as to wages or conditions of work, he certainly is entitled in return to know that his factory is to operate with freedom from strikes or lockouts.

Success to the manufacturer implies that the manufacturer can solicit orders with reasonably accurate knowledge of what the labor cost of his goods is going to be and with the assurance that he can produce the goods and deliver them on time with freedom from the loss of production and the expenses incident to strikes.

We are not subservient to the shoe manufacturer where, as a union, we say to him through our arbitration contract, "If you agree to arbitrate or adjust all differences as to wages or conditions of work, we agree to continue in our employment while such differences are adjusted, and there shall be no stoppage of production." In this way we are promoting justice to the worker and success to the manufacturer without loss to either side, thus making a net gain to both, and with full recognition of each other's rights.

Probably the third point, that of profit to the retailer, has received altogether too little attention from our members and friends. The retail shoe dealer, in order to make a living, or a business success, must have shoes and patronage. He must not only have shoes that are well bought as to style and value to please the people of his community, but he must have those shoes on the shelves of his store at the proper season to meet the wants of his trade. If, for any reason, the manufacturer who has solicited his order is unable to deliver the goods at the proper time, the retailer does not have the shoes, consequently cannot make the sales. His competitors get the business because the retailer cannot obtain his supplies from other sources in time to get his share of trade. This is what happens to the retailer when he is dependent upon a strike factory for his supply of seasonable goods. If a retailer wants shoes for the Easter trade, it does not do him any good to get those shoes in June after the heft of the spring business has been done. Therefore, our Union Stamp, with its insurance of production in the factory, is an element of profit to the retailer in that it helps him to get his goods on time. The retailer is justified on this one ground alone to give preference to shoes with the Union Stamp, because it means to him the very important element of delivery.

Furthermore, shoe retailers are more and

more working upon the lines of short stocks and quick turn-over, which means to do the largest amount of business with the smallest amount of capital to carry on business. In carrying out this policy he is dependent upon quick service from the shoe manufacturer. If strikes occur the retailer is deprived of his supplies of shoes, his business becomes demoralized and very likely conducted at a loss. Therefore, the Union Stamp, in a purely business sense, is a means of profit to the retailer.

The Union Stamp is a means of profit to the retailer in a shoemaking sense in that as a general proposition the best workmen are members of the union of their craft. It is pretty generally recognized outside of wage working circles that labor unions have been a benefit to the wage earners. Even ex-President Taft, not by any means a partisan of unions, has said that if he were a wage earner he would be a member of a labor union. It is not a far-fetched line of reasoning to say that a wage earner who does not know enough to belong to a labor union may hardly be expected to be an exceptionally skilful or intelligent workman. This must be the general rule, to which, of course, there may be some exceptions. But, the average of intelligence and skill among the union workmen in any craft is higher than that among the non-union workmen.

As a general rule, wages are lower in non-union establishments and there is more changing of help, more teaching of green help, more inexperienced workmen working upon the shoes, all of which is reflected in poorly made shoes as they reach the retailer.

Another element of profit to the retailer is the fact that the Union Stamp entitles his shoes to the patronage of all members or friends of organized labor, while the absence of the Union Stamp means that no member of a labor organization can visit that shoe store and trade with it without violating their obligation and duty to the labor union cause. Granted that not all members of organized labor do their duty in this respect, still some of them will, and those who do will not patronize the shoe store that does not supply them with Union Stamp shoes.

The retailer who does not care whether he has Union Stamp shoes or not takes the chance of loss of business and loss of profit through strikes which make his deliveries uncertain, and also through loss of patronage by making it impossible for any of the great army of wage earners who are loyal

to the union labor cause to trade in his store. Therefore, the retailer loses both shoes and patronage, the two essential factors to his profit.

"Peace to the community" is the last, but not the least of the four points. It involves the well-being of every resident of the community. When the payrolls stop, local business stops; bills are unpaid; people are deprived, or deprive themselves, of the necessities of life; mortgages are placed on homes or furniture; people are evicted for non-payment of rent; small merchants fail; families starve; there is insufficient clothing and shelter for women and children. These are among the evils that follow where the strike policy prevails.

Instances have been known where strikes have permanently diverted business from a community and left idle factories and idle shoemakers, who have moved to other towns and left idle tenements and idle stores. This moving process is expensive to the wage earner as well as to the manufacturer and to the community. It is no small tribute to our union and to its Union Stamp when it can truthfully be said that those communities where shoes are made that have been most fully committed to our arbitration and Union Stamp policy have been most prosperous over a long term of years of any of the shoe manufacturing communities. Peace to the community has been to them a distinct asset, beneficial to our members in those communities as well as to the shoe manufacturers and to all the other inhabitants.

There is nothing about the history or the policy of the Boot and Shoe Workers' Union and its Union Stamp that should cause any member of the Boot and Shoe Workers' Union to feel otherwise than proud. The philosophy of the Union Stamp is sound; the policy of the union is likewise sound, and we may each and all of us take a just pride in knowing that we are members of a labor organization that stands for "justice to the worker, success to the manufacturer, profit to the retailer and peace to the community."

INGRATITUDE OF NON-UNION SHOE WORKERS.

There are many shoe workers who are not members of this union who have profited by the fact that this union exists and is active in promoting the material interests of the shoe workers. We have in mind several instances of this character where large

numbers of shoe workers have been benefited, but have refrained from giving their support to the organization that benefited them.

In one instance that we have in mind, there is a large number of shoe cutters who have recently benefited by an advance of approximately two dollars a week in their pay. They secured this advance by attending a mass meeting in large numbers, said meeting being called by a local union attached to the Boot and Shoe Workers' Union.

Hearing of this activity among the cutters, the manufacturers of that city advanced wages, whereupon the interest of the cutters in union affairs subsided, and only a very few joined this union through whose instrumentality they had received an advance in wages of two dollars a week.

Significantly enough, this same thing has occurred in the same city three times in the last six years; the advance in each case may not have been so large, but there has three times in six years been an advance in wages secured by the cutters of this particular city, while only a very few of them are members of the union through whose aid they secured these several advances in wages.

Some years ago in the same city, the cutters being at that time unorganized, an organizer was sent there for a number of weeks to get the cutters together. Finally he got a meeting of about a hundred cutters; whereupon they asked the organizer to retire from the hall, while they proceeded to organize an independent union. These cutters are evidently actuated by the motive of getting all they can for nothing, and they are succeeding fairly well. But if, some day, perhaps when the war is over, they should feel the need of a strong organization of their own craft to fight a defensive battle, they may then realize that they made a mistake in withholding their support from the organization to which they must turn in the hour of their extremity.

The above stated instance is, perhaps, the most prominent illustration of the ingratitude of non-union shoe workers that we can recall, but there are others just as bad, except in degree. During the past season good shoe cutters have been in demand, and shoe concerns in non-union shoe towns have been compelled to pay material advances in wages to shoe cutters in order to keep the help who were in demand at higher prices in towns where union conditions prevailed. There has been a tendency upward of shoe

wages, due to the existence of the Boot and Shoe Workers' Union and these non-union shoe workers who have received these benefits have been ungrateful enough to refuse to recognize the debt they owe to the Boot and Shoe Workers' Union and to affiliate themselves with the organization that has benefited them.

In spite of the ingratitude of these non-union shoe workers who are willing to take all and give nothing, the union prospers in the sense that it is holding its own in membership and finances; in fact, is gaining in both of these respects. Still, if the shoe workers themselves would realize what they owe to the organization and do their duty and support it, it could be so much stronger and so much more effective in its work that the cause of the shoe workers would be immeasurably advanced. If any member of this union reading this article is acquainted with any non-union shoe workers to whom this article might apply, it would be well for such members to call this article to the attention of such non-union shoe workers and endeavor to persuade them to join this union, and thus help to increase the number pledged to co-operative effort, collective bargaining and the advancement of every material interest of the wage earner.

WHEN EMPLOYERS ADVANCE WAGES.

During recent months there have appeared in the public press from time to time news items to the effect that certain advances in wages have been voluntarily made by certain employers. Notable instances of this character have been in steel industries and textile industries. Some textile mills have advanced wages seven per cent to all earning less than \$7 a week and five per cent to all earning over \$7 a week. United States Steel Corporation is reported to have advanced wages ten per cent. These and other advances of a similar nature have been treated by the press as evidence of prosperity, liberality on the part of employing interests, and of progressive thought along labor lines.

Without disparagement to the motives of employers who voluntarily advance wages, there are some aspects of these occurrences to which we wish to draw attention. First of all we wish to say that as a rule these voluntary advancements of wages are made at a time and under conditions of extremely swollen profits. The United States Steel Corporation, chiefly through war business, is understood to be having the most profit-

able year in its history. It is coining the misery of Europe into dollars, and is giving its employes a ten per cent increase, temporarily, for helping it to make abnormal profits.

The textile mills are getting unheard-of prices for their products and they are insuring their production by giving an advance of seven per cent to those earning \$7 or less per week, and five per cent to those earning over \$7.

Whenever the war may come to an end and conditions again become normal, the opportunity for these abnormal profits having passed, these magnanimous employers upon whose generosity their employes depend, having used the employes to make their war profits, will then withdraw the war advances in wages and the workers in these industries will return to the previous wage, with lessened employment and higher living costs, due to the fact that the advances in the cost of living incident to the war will no doubt remain with us after the war.

Wage earners in non-union industries are no doubt in for a bitter experience. They will find that when the employer advances wages voluntarily, he does it for his own purposes and not for their benefit. It is rumored that in business and employing circles there is already considerable discussion to the effect that when the war is over things must return to a normal condition, and that the wages of labor must decline.

When that time arrives, who will be the first to suffer? The question is not difficult to answer. It will be those industries where labor is unorganized and defenceless. The same employing interests that having unorganized employes, can give five or ten per cent increase in war times and from swollen profits without being asked for it, can take it away again, and more with it, without so much as saying "by your leave."

The adjustment period after the war is over will be one in which every wage earner will need to stand up in his boots ready to fight if necessary to protect himself and his family from being despoiled. As an individual he cannot do this; but standing shoulder to shoulder with his fellows as an organized body, he has a chance to be successful. Those who are members of organized labor need to be more than usually loyal to it; those who are not members should hasten to affiliate.

Wage earners should be so organized as to demand increases in wages permanently,

consecutively and continuously, as a matter of right, and not as a matter of selfish generosity of the employer, to be withdrawn at will. The only way wage earners accomplish any permanent benefit is through the organized labor movement. It will not do to depend upon the employers to advance wages voluntarily.

IMMIGRATION AFTER THE WAR.

There is considerable difference of opinion as to what the condition of immigration will be after the European war is over. Some believe that there will be a flood of immigrants from the war-stricken countries; that citizens of those countries will be anxious to escape to America as a haven of refuge from the terror of militarism. An article printed in this issue under the heading, "The Immigration Problem," takes this view, and that restriction of immigration must be effected in some way to meet the coming invasion.

The point is well made that over \$7,000,000 per year are spent for education in the United States, and that this vast expenditure is made upon the theory that our future citizenship should be more intelligent. The point is well made that while we expend such vast sums for education of our own inhabitants, it is not fair to admit millions of illiterates who are unable to read 30 words in their own language.

There is today much talk about preparedness against invasion, meaning preparedness and invasion in a military sense. At the same time it is reported that the President will again veto the immigration bill that is sure to again pass both houses of Congress, containing what is called the literacy test, calling upon the immigrant to read at least 30 words in his own language.

Congressman Gallivan, from Massachusetts, is reported to have said that the literacy test will not affect Irish immigration, because the Irish are now educated. Still he is opposed to the literacy test, and he points out that the foreign elements that have conspired to blow up munition factories, destroy steamers and to do other unneutral acts on American soil are of the educated class that would not be shut out by the literacy test. What of it? Is that any argument to show that it is good policy for the United States to admit millions of illiterates, especially men fresh from bloodshed and strife, with the least regard for life and property?

If public men, including the President, stand for military preparedness, they should also stand for industrial preparedness and for civic preparedness. If it be a fact that when the war is ended hundreds of thousands of workers now employed will be thrown out of work, then certainly that condition should not be aggravated and hundreds of thousands of millions of illiterate, desperate men constantly thrown upon us from Europe.

If we, as a people, are endeavoring to carry out an educational policy to raise the standard of citizenship, certainly it is not in accord with civic preparedness to admit hordes of people who have no knowledge or reverence for the laws or government of the United States.

The view has been expressed that when the European war is over the respective European governments will find it necessary to hold their able bodied men both for the purposes of reconstructing their ruined countries and for repopulating them. The need of replacing the lives destroyed by war is causing some new ideas to be advanced in Europe regarding marriages and births.

If the respective European countries restrain and retain the able bodied and normal and sane, there is a probability that the influx of immigration to the United States after the war will be largely composed of mental and physical defectives, so that, apart from the issue of illiteracy, we will need stringent laws restricting immigration to this country of persons, who by reason of physical or mental defects will be unable to support themselves, much less be a source of strength to the country. The ravages of war will make this class of defectives more numerous in Europe than ever before, and if they can be sent to the United States, and if the United States will receive them, it is entirely possible that some of the European governments would pay their passage and head money to get rid of them.

To politicians this question of immigration may be a theory, but to the wage earners now engaged in effort to earn an honest living in the United States, it is a real menace. It is a danger to the country itself, and no man in public life who refuses to recognize it as such is entitled to be considered either a patriot or a statesman.

THE CALAMITY HOWLER.

It has been said that every local union has a calamity howler. This may not be

true, because some local unions do not seem to have much of anything, but if there is one so poor as not to have even a calamity howler, it is poor indeed.

Calamity howlers, in a trade union sense, are of numerous kinds. Some of them believe that everything the union does is wrong. The extreme of egotism is the member of the union who knows it all and concedes nothing to the combined sense or judgment of the rest of the membership. The worst thing about this form of egotism is that the member so obsessed is unable to convince his fellows that he is right.

If there is truth and logic in an independent opinion, there is some chance that it may prevail. This thought never seems to enter the head of the calamity howler to entertain this idea. The reason is that his brain is not constructive. He prefers to believe everything bad of everybody else except himself; consequently he cannot lead them to accept his views. They recognize him as a knocker or destructionist and refuse to follow him in any constructive work. If he can find a few who will join with him in smashing things to pieces, that is as far as he can go in leadership; leadership toward destruction.

There is another kind of calamity howler not as vicious in intent nor as destructive in effect, but fully as unsound in principle. This is the man who says in every industrial disturbance that if this particular little fight, or big fight, localized or otherwise, is lost, the entire cause of organized labor will be lost. We may as well anticipate this sort of calamity howler now, because when the war is over and inflated conditions in certain directions begin to return to normal, we are likely to hear the expression, "this is the battle of the predatory interests against organized labor and if we lose, the entire cause of organized labor will be crushed."

In our lifetime we have heard statements similar to the above repeated many, many times. We have seen such contests lost, and still we have seen the organized labor movement constantly growing and extending beyond its former bounds, simply proving that whatever happens in any one spot or place or in any one craft or industry, the labor movement as such, being essentially sound in principle and in purpose, will go on and on, no matter what happens in any one field. The trade union movement has shown repeatedly that it cannot be wrecked by its foes from without, nor by its calamity howlers from within.

We recognize that in every contest between wage earners and employers, the wage earners are entitled to the support and to the sympathy and the material aid of their fellow unionists, but the cause of organized labor is not to be lost in any one battle or in any hundred battles, any or all of which may result from special conditions, and even while any or many of such battles may be lost, other victories may be gained. If there are to be contests in the future as there always have been in the past, let them be fought as resolutely as may be, but let none of us give men of capital to understand that under any circumstances whatever they may expect a complete triumph over the forces of organized labor. To us there should be no such word as defeat. Some portion of our forces may be compelled to retreat at some point, but the cause of organized labor can never be defeated, much less destroyed.

BRIEFS.

People are talking about conditions as they will exist after the European war is over, and yet the end of the war is not in sight.

The Emperor of Germany said last year that the war would end in October, but it has not ended. The opposing forces seem to be in a deadlock where neither side can make any very great or decisive progress.

The best thought seems to be that it is to be a war of exhaustion; that it will continue without really decisive results until one or the other is compelled to yield through the exhaustion of national resources in men and money. No man knows how long this time will be. But when it is over it is supposed that the production of war materials will diminish and that immigration conditions will be more acute.

The trade unionists of the United States want restriction of immigration. Not that we are out of sympathy with the unfortunate men of Europe, but that we cannot afford to have America struck down because Europe is engaged in an orgy of blood-letting.

Meanwhile the struggle of trade unionism in our country goes on. Employers are making money out of the war. Occasionally

they give labor a pittance to pacify it. But it is a mere pittance. The hands of labor are unstained with the gory profits of war.

We are not disposed to throw stones at employers who accept war orders. The events in Europe are beyond control. Wars, when once started, must be fought; munitions must be had. The only thing that wage earners can do is to accept work where they find it and at the best wages they can secure. They have no opportunity to make war profits; therefore, they can emerge from the strife with clean hands and clean hearts.

There has been considerable said about inferior American shoes being supplied to some European soldiers. One of the first orders so supplied was placed with a non-union factory, and we have heard that this order was skinned by the manufacturer. We suspect that these were the shoes that provoked the criticism. We know of several other orders made in Union Stamp shoe factories, and we know that these army shoes and boots are of good quality.

The editor of a Wheeling, West Virginia, paper says that unrestricted immigration, with wave upon wave of immigrants, have held American workers down to a subsistence level; that every time they were in a fair way to get control over their own labor power a new group unused to American ways, unable to grasp American ideals, unable to speak the American tongue, have been swept here by unscrupulous employers and steamship agents. This editor lives in a section of the country replete with object lessons. We maintain that any President or member of Congress who stands against organized labor on this issue is unworthy of support on any other issue.

We are not opposed to military preparedness. It seems necessary. A small force of Mexican bandits came twenty-five miles into American territory and shot up an American town. We are pursuing Villa and his bandits. There may be differences of opinion as to our Mexican policy in the past, but none whatever as to the necessity of protecting our citizens or punishing the guilty. Meanwhile, our military weakness is pathetic, shameful. Undoubtedly there must be some measure of military and naval preparedness. The trade unions of the world have stood for peace, yet have been powerless to prevent war. Perhaps they may be

more powerful in the future, but, for the United States to remain unprepared is to invite European militarism to levy tribute upon us and to endanger our liberties.

In speaking before the legislative committee of the New York State Legislature on a bill proposing a system of compulsory health insurance for workers, President Gompers asked if business men, professional men, bankers and manufacturers would agree to have government agents interfere with the privacy of their lives. President Gompers rightfully opposed the paternalism that is continually being advocated by the class that assumes the role of protectors to the toilers. If all these various measures are desired by wage earners, it is strange that they do not originate with wage earners and that they are not introduced and advocated by wage earners. The state can help the health of wage earners by enacting laws providing for sanitary homes and work shops. Laws that operate against industrial diseases are also helpful. These activities come properly within the police power of the state, but to say that a wage earner must contribute a percentage of his wages to a political employe of the state to insure his own health, is an interference with the private life and private right of the individual to which President Gompers and other far-sighted champions of wage earners' rights wisely take exceptions.

It is reported that the anthracite coal mine operators and the representatives of the anthracite coal miners have reached an agreement. Simultaneously we read that coal will be fifty cents a ton higher this coming summer. Thus the anthracite operators are to tax the public not only for the few cents a ton they give to the miners, but also to pay for the extensive newspaper advertisements in which they told the public that if they were compelled to give the miners anything they would be obliged to charge the expense to the public in an increased price of coal. Thus the anthracite coal mine operators justify their reputation as prophets of profit. Thus, also, they help to increase the sentiment for government ownership of coal mines and other natural resources. The American people are getting a little bit tired of the exercise by the anthracite coal mine operators of their "God-given rights."

Porto Rico, under the American flag since the Spanish war, is becoming truly Ameri-

canized. President Gompers has recently received letters saying that large corporations are in control of the island; that the police are in league with them against their employes; that strikers are imprisoned or shot; that strike breakers are armed, and that in every way the natives are subjected to that "beneficent assimilation" supposed to be imposed by a superior people upon their assumed inferiors.

A nation-wide railroad strike is threatened. At the present time there is a general breakdown in railroad service. Industries are suffering because of the lack of railroad facilities, and if there should be any considerable tie-up of existing railroad service whole communities would be quickly reduced to the starvation point. Here is an argument for the government ownership of railroads. Some of us may not believe in this principle of government ownership and political management, which, extended to railroads and mines would appear to put the entire control of the nation in the hands of the employes of the United States organized in a political machine. Nevertheless, the owners and managers of the mines and railroads seem determined to convert the general public to the national ownership view.

The editor of a Western labor paper recently said that President Gompers was one of the first to see the danger of depending on legislation for things that organized labor should get by its own power, and that many experiences have shown his warnings were well grounded. There is a lot of opportunity for reflection in this statement. The more law makers are encouraged to interfere by making special laws, the more complicated the laws are apt to become, the more liberty will be restricted, the more boards and commissions there will be to support, and the less able wage earners will be to work out their own salvation in their own way, through their own organizations. If wage earners are loyal to each other, through their trade unions, they will not need to call upon the outsiders so often for assistance, which is very often of a doubtful nature.

A SURE SIGN.

"Does Wilkins own his house or does he rent it?" inquired one neighbor of another. "Rents it," was the decided response. "How do you know?" "He strikes matches on the paint."

.. FRENCH DEPARTMENT ..

PHILOSOPHIE DU CACHET DE L'UNION.

Depuis janvier 1902, paraît, sur le frontispice de de notre Journal, le Cachet de l'Union accompagné de ces mots: "L'embème de justice pour le travailleur, succès pour le manufacturier, profit pour le détaillier et paix pour tous." Cette citation n'est pas seulement une expression compréhensive de la philosophie de notre Cachet d'Union, mais elle exprime aussi d'une manière claire et large les desseins, la ligne de conduite, les oeuvres et les résultats obtenus dans l'Union des "Boot and Shoe Workers." Nous ne connaissons pas de meilleur moyen pour familiariser nos membres et nos amis avec le caractère, la substance et le mérite de l'Union des "Boot and Shoe Workers" que d'insister sur les quatre points nommés et cités sur le frontispice du Journal depuis quatorze années passées.

Premièrement, et nous pouvons bien dire premièrement, est l'affirmation que le Cachet signifie "justice pour le travailleur." Ce doit être le premier but de toute organisation laborieuse, et conséquemment de tout cachet d'union. Nous avons mis la justice au premier rang quand il s'agit du travailleur. Nous différons quelques fois sur les meilleurs moyens à prendre pour promouvoir le digne objet de justice au travailleur. Quelques uns croient aux idées radicales et agressives; d'autres sont en faveur d'idées radicales pacifiques. Entre ces deux extrêmes, radicales toutes deux, l'Union des "Boot and Shoe Workers" a choisi l'idée radicale de paix.

Depuis plus de dix huit ans l'Union des "Boot and Shoe Workers" a poursuivi une conduite d'arbitrage avec son Cachet d'union. Quelques uns de ses membres se sont toujours prononcés en faveur de la grève, mais ils ont toujours représenté la minorité. Quelques uns ont toujours pensé que le Cachet ne devrait être accordé au manufacturier qu'après avoir accepté d'abord une échelle de prix satisfaisante, mais le sentiment qui a prévalu dans l'Union des "Boot and Shoe Workers"—sentiment sage, depuis dix huit ans, est que, si le manufacturier de chaussures demande le Cachet et signe un traité par lequel tout différend doit se régler mutuellement par l'arbitrage,

les employés de cet établissement, de ce moment, sont en position de conclure un marché collectif, et il devient évident que leurs gages et conditions laborieuses commencent à s'améliorer. C'est le cas de dire qu' on a détaché une autre équipe des rangs du travail non-syndiqué et qu' on l'a mise en état d'obtenir sa part de "justice pour le travailleur."

A chaque congrès de notre organisation on a discuté cette question, et par une majorité qui n'a fait qu' augmenter, on a toujours décidé que le meilleur moyen d'obtenir justice pour le travailleur de notre métier se trouvait dans le Cachet et le traité d'arbitrage. Si le Cachet était accordé à la compagnie offrant les gages les plus élevés, il est logique de conclure qu' une seule manufacture aurait ce Cachet, parce qu' on y donnerait des gages plus élevés qu' ailleurs. Ceci n'indiquerait pas que les employés de cette manufacture gagneraient plus de gages, puisque cette question est compliquée par les conditions laborieuses, la classification du travail, les systèmes de fabrique, et l'habilité, de la compagnie à écouler ses marchandises et à projeter sa production.

Si une manufacture qui fait la demande du Cachet de l'Union a des revenus extrêmement bas, le procédé d'amélioration est généralement plus rapide, à cause du niveau peu élevé des gages. Si, au contraire, une manufacture ayant des revenus élevés demande qu' on lui accorde l'usage du Cachet, le procédé d'amélioration sera moins rapide et les changements moins radicaux. Conséquemment, nous avons trouvé que plus les gages sont peu élevés dans une manufacture qui désire se servir du Cachet, plus on a raison d'accorder l'usage de ce Cachet dans les conditions existantes, parce que les employés sont plus certains de bénéficier au moyen de réglemens mutuels ou d'arbitrage dans le cas où on ne s'accorderait pas.

"Justice pour le travailleur" ne veut pas dire que celui-ci a tous les droits et que le patron n'en a aucun. Cela ne veut pas dire que les travailleurs décideront tout à leur caprice sans s'occuper de l'existence de l'industrie qui leur donne de l'ouvrage. Ni cela veut dire que le manque d'efficacité d'un

patron dans les affaires ordinaires sera une justification pour des gages peu élevés. Nous ne demandons pas au manufacturier de chaussures de donner des gages impossibles au travail, ni consentirons-nous à ce que ce manufacturier exige que ses employés vivent avec des gages impossibles.

"Justice pour le travailleur, tel que nous l'entendons, ne veut pas nécessairement dire que chaque employé aura une augmentation, chaque semaine, mois ou année, qu'il y ait droit ou non; mais cela veut dire qu'il existe un procédé d'amélioration qui fait son oeuvre, sujet à des exceptions personnelles, tendant à l'avancement du bien-être matériel des ouvriers en chaussures d'année en année, et nous avons trouvé, par l'expérience de notre organisation, qu'il vaut mieux avoir un procédé constant d'amélioration en marche au moyen de notre Cachet et traité d'arbitrage, que d'être assujéti aux violentes fluctuations d'une association et de ressources qui ont toujours été caractéristiques des unions qui cherchent les grèves dans le métier de chaussures. Ceci n'est pas un sujet de théorie, d'aucune manière. Nous avons des résultats pratiques devant nous. Non seulement il y a eu une tendance vers un avancement de gages dans les manufactures où l'on paie le moins, mais les gages se sont aussi élevés dans les manufactures à gages plus considérables, et les membres de notre union, du premier au dernier, ont reçu des dividendes extrêmement considérables, des dividendes permanents et continus, pour leur placement dans l'Union et pour la continuation de sa conduite de "justice pour le travailleur" au moyen d'arbitrage et du Cachet de l'Union.

Prenant le second point, "Succès au manufacturier," il est bien juste que si le manufacturier coopère avec nous en donnant justice au travailleur, nous cherchions à promouvoir son succès, en autant qu'il nous est possible de le faire. Si, avec nous, il accepte le principe du marché collectif et traite avec nous comme Union; s'il règle ou soumet à l'arbitrage toute différence d'opinion qui pourrait s'élever en ce qui se rapporte aux gages ou conditions laborieuses il a certainement le droit de savoir si sa manufacture va marcher libre de grèves ou lockouts.

Succès au manufacturier infère qu'il peut solliciter des commandes avec une connaissance raisonnable de ce que le travail coûtera et l'assurance qu'il peut faire des marchandises et les expédier en temps sans perte incidentes aux grèves.

Nous ne prenons pas fait et cause avec le manufacturier de chaussures quand, comme union, nous lui disons par notre contrat d'arbitrage: "Si vous consentez à soumettre à l'arbitrage ou à régler tout différend se rapportant aux gages ou conditions laborieuses, nous convenons de continuer dans notre emploi pendant le temps que ces différends seront ajustés, et la production ne sera pas arrêtée." De cette manière nous avançons la cause de la justice pour le travailleur et le succès du manufacturier sans détriment à quiconque, au profit des deux partis, et reconnaissant le droit des deux.

Probablement le troisième point, celui du profit au détailleur, n'a reçu que peu d'attention de la part de nos membres et amis. Le marchand de chaussures détailleur, qui désire vivre convenablement et arriver au succès en affaires, doit avoir des chaussures et des clients. Non seulement il doit avoir des chaussures dont le style et la qualité plairont aux gens de sa localité, mais il lui faut les avoir à la saison qu'il exige la clientèle. Si, pour aucune raison, le manufacturier est incapable d'avoir les chaussures nécessaires au temps opportun, le détailleur est forcé d'en souffrir. Ses compétiteurs font affaire parce qu'il est incapable de se procurer des marchandises ailleurs en temps pour s'assurer une part du commerce. C'est ce qui arrive au détailleur quand il lui faut se fier à une manufacture que la grève peut frapper, pour les chaussures des différentes saisons de l'année. Si un détailleur désire avoir des chaussures pour la saison de Pâques, cela ne lui fait aucun bien s'il les reçoit en juin, après que les achats du printemps sont terminés. Conséquemment, notre Cachet d'Union, avec l'assurance qu'il donne au manufacturier, est un élément de profit au détailleur parce que cela lui permet d'avoir ses marchandises au temps désiré. Sur ce point seul, le détailleur a bien le droit de donner préférence aux chaussures portant le Cachet, pour la raison qu'il est certain de les recevoir.

De plus, les marchands de chaussures détailleurs adoptent de plus en plus le plan d'avoir moins de marchandises afin d'être certains d'en faire la vente entière, ce qui les rend capables de faire plus de commerce avec moins de capital. En agissant ainsi, le détailleur dépend sur le service rapide du manufacturier de chaussures. S'il y a grève, le détailleur est privé de chaussures, ses affaires sont dans un état démoralisé et il est certain de subir des pertes. Conséquem-

ment, le Cachet de l'Union, au point de vue des affaires, est un moyen de profit pour le détaillleur.

Au point de vue de la qualité de la chaussure, le Cachet est un moyen de profit pour le détaillleur puisque les meilleurs ouvriers font partie de l'union de leur métier. Il est généralement reconnu en dehors des cercles de ceux qui travaillent à gages que les unions de travail ont été d'un grand bénéfice aux travailleurs à gages. L' ex-président Taft même, qui n'est pas un partisan des unions, a dit que s' il travaillait à gages il serait membre d'une union de travail. Ce n'est que juste d'affirmer qu' un travailleur à gages qui ne pense pas à faire partie d'une union laborieuse ne saurait être un ouvrier exceptionnellement habile et intelligent. Cette règle générale peut sans doute souffrir quelques exceptions. Mais, la moyenne d'intelligence et d'habilité parmi les ouvriers unionistes d'aucun métier est plus élevée que chez les non-unionistes.

Comme règle générale, les gages sont plus bas dans les établissements non-unionistes et les changements sont plus fréquents; on est forcé d'enseigner à des gens sans expérience essayant à travailler à la fabrique des chaussures, ce qui se voit facilement quand cette marchandise parvient au détaillleur.

Un autre élément de profit pour le détaillleur se trouve dans le fait que la Cachet de l'Union lui donne l' avantage d'avoir le patronage de tous les membres ou amis du travail syndiqué, tandis que l'absence de ce Cachet indique qu' aucun membre d'une organisation laborieuse peut visiter ce magasin de chaussures et acheter là sans violer l'obligation et le devoir qu' il doit à la cause de l'union ouvrière. Tout en concédant que tous les membres du travail syndiqué ne font pas leur devoir là dessus, quelques uns y sont fidèles, et ceux là n'achèteront que chez ceux qui auront des chaussures portant leur marque.

Le détaillleur qui est insouciant sur la valeur des chaussures portant le Cachet ou non risque à faire des pertes considérables par les grèves qui rendent incertaine la livraison des marchandises commandées, ainsi que par le manque de patronage qui met la grande armée des travailleurs à gages dans l'impossibilité de l'encourager et d'être loyaux à la cause ouvrière. Conséquemment, le détaillleur perd les chaussures et le patronage, les deux facteurs essentiels de son profit.

"Paix à tous est le dernier mais non pas

le moindre des quatre points. Cela comprend le bien être de tous les résidents d'une localité. Quand les gages cessent, les affaires arrêtent dans une localité; les comptes ne sont pas payés; le peuple est jeté dans la privation des choses nécessaires à la vie; l'on hypothèque les maisons et les meubles; le peuple est chassé pour non-paiement de loyer; les petits négociants font faillite; les familles sont afamées; les habits et les abris sont insuffisants pour les femmes et les enfants. Ces maux se trouvent là où l'on fait prévaloir l'idée des grèves.

Nous avons des exemples de grèves qui ont fait disparaître permanemment des industries d'une localité et qui ont fermé des manufactures en forçant les cordonniers au chômage, tandis qu' on déménageait ailleurs, laissant des logis et magasins vides. Ces procédés de déménagement sont dispendieux pour le travailleur à gages, au manufacturier ainsi qu' à la localité. De notre Union et de son Cachet, nous pouvons dire avec vérité que les localités dans lesquelles la manufacture des chaussures s'est faite sous les auspices de notre traité d'arbitrage et de notre Cachet ont joui de plus longues années de prospérité qu' aucune autre place. La paix dans une localité a été un actif distinct, d'un bénéfice important pour nos membres dans ces centres ainsi qu' aux manufacturiers de chaussures et autres résidents.

L'histoire de la ligne de conduite de l'Union des "Boot and Shoe Workers" est une dont tous les membres ont raison d'être fiers. La philosophie du Cachet de l'Union est saine; la ligne de conduite de l'Union est également saine; et nous avons raison d'être fiers d'une organisation qui signifie "justice pour le travailleur, succès pour le manufacturier, profit pour le détaillleur et paix pour tous."

INGGRATITUDE DES OUVRIERS EN CHAUSSURES NON-UNIONISTES.

Nous trouvons un grand nombre d'ouvriers en chaussures qui ne sont pas membres de cette Union mais qui ont bénéficié par le fait que notre organisation existe et s'occupe activement à promouvoir les intérêts matériels des ouvriers en chaussures. Nous avons plusieurs exemples de ce caractère dans lesquels beaucoup des ces ouvriers ont bénéficié, mais ils se sont abstenus de donner leur appui à l'organisation qui les a aidés.

Nous connaissons un cas récent par lequel un nombre considérable d'ouvriers en chaussures ont bénéficié d'une augmentation d'à-peu-près deux piastres par semaine dans leurs gages. Ils s'assurèrent cette augmentation en assistant à une grande assemblée en nombre considérable, assemblée qui avait été convoquée par une union locale affiliée à l'Union des "Boot and Shoe Workers." Voyant cette activité parmi les coupeurs, les manufacturiers de cette ville avancèrent les gages, et un bien petit nombre entra dans cette Union dont les efforts avaient réussi à faire augmenter les gages de deux piastres par semaine.

Chose significative, cette même chose est arrivée trois fois dans la même ville dans les six dernières années; l'augmentation n'a peut-être pas été aussi considérable dans chaque cas, mais trois fois en six ans les coupeurs de cette ville particulière ont reçu une augmentation de gages, tandis qu'un petit nombre de ces ouvriers sont membres de l'Union qui a assuré cette augmentation.

Dans cette même ville, il y a quelques années, les coupeurs, étant alors non-syndiqués, un organisateur fut envoyé pour les réunir. Finalement, cet organisateur réussit à avoir une assemblée d'à-peu-près cent coupeurs; ils lui demandèrent de se retirer de la salle, tandis qu'ils procédèrent à organiser une union indépendante. Ces coupeurs ont évidemment l'idée de tout avoir pour rien, et ils y réussissent assez bien. Mais si, un jour, peut-être après la guerre, ils sentent le besoin d'une organisation puissante de leur métier pour lutter sur la défensive, ils réaliseront peut-être leur erreur en refusant de donner leur appui à l'organisation vers laquelle ils doivent se tourner à l'heure extrême.

Le cas ci-dessus est, peut-être, l'exemple le plus frappant de l'ingratitude des ouvriers en chaussures non-unionistes que nous nous rappelons, mais nous en connaissons d'autres aussi vicieux, à l'exception du degré. Durant la dernière saison les bons coupeurs de chaussures ont été en grande demande, et les compagnies de chaussures dans les centres non-unionistes ont été forcées à affirmer une augmentation matérielle dans les gages des coupeurs de chaussures afin de pouvoir garder les ouvriers qui étaient en demande à des prix plus élevés dans les centres unionistes. Il existe une tendance ascendante dans le prix des gages dans le métier de chaussures, due à l'Union des "Boot and Shoe Workers," et les ouvriers non-unionistes qui en ont bénéficié ont été

assez ingrats pour oublier la dette qu'ils doivent à cette organisation et s'affilier à une société qui leur a fait du bien.

En dépit de l'ingratitude de ces ouvriers non-unionistes qui veulent tout avoir et rien donner, l'Union prospère en ce sens qu'elle garde son importance par le nombre de ses membres et par ses finances; de fait elle marche de l'avant de ce côté. Cependant, si les ouvriers en chaussures eux-mêmes réalisaient ce qu'ils doivent à cette organisation et faisaient leur devoir en l'appuyant, elle deviendrait encore plus forte et plus efficace dans son travail pour la cause des ouvriers en chaussures qui avancerait en conséquence. Si quelque membre de cette Union lisant cet article connaît certains ouvriers en chaussures non-unionistes à qui ces lignes peuvent s'appliquer, nous les prions de leur soumettre l'article en question afin de les persuader à faire partie de cette organisation et nous aider au succès par l'effort coopératif, le marché collectif et l'avancement de tous les intérêts matériels du travailleur à gages.

QUAND LES PATRONS AUGMENTENT LES GAGES.

Depuis quelques mois, de temps à autres, la presse a publié certains entrefilets concernant certaines augmentations de gages volontairement données par certains patrons. Ces cas ont surtout été rapportés dans les aciéries et les industries textiles. Dans quelques manufactures textiles les gages ont été avancés sept pour cent pour ceux gagnant moins de \$7 par semaine et cinq pour cent pour ceux gagnant au-delà de \$7 par semaine. On rapporte que la corporation "United States Steel" a donné une augmentation de dix pour cent. La presse a trouvé dans ces avances un signe de prospérité, une libéralité de la part des patrons et une idée de progression en ce qui se rapporte au travail.

Sans parler dévantageusement des motifs des patrons qui ont avancé les gages volontairement, nous désirons attirer l'attention sur quelques aspects de ces événements. Premièrement, nous désirons dire, que règle générale, ces augmentations volontaires de gages sont faites à une période et sous des conditions de profits extrêmement grossis. La corporation "United States Steel," depuis la guerre surtout, a eu, dit-on, l'année la

plus profitable de son histoire. Elle bat monnaie avec la misère de l'Europe, et donne une augmentation de dix pour cent à ses employés, temporairement, pour lui aider à faire des profits anormaux.

Les moulins textiles reçoivent des prix inouïs pour leurs produits qu' ils assurent en donnant une avance de sept pour cent à ceux qui reçoivent \$7 ou moins par semaine, et cinq pour cent à ceux qui gagnent au-delà de \$7.

Quand la guerre se terminera et que les conditions deviendront encore normales, l'opportunité pour ces profits anormaux étant passés, ces patrons magnanimes sur la générosité desquels les employés dépendent, s'étant servi de ces employés pour leurs profits de guerre, retireront ces augmentations de gages et les travailleurs dans ces industries retourneront aux anciens prix, avec moins d'ouvrage et plus de cherté dans le coût de la vie, parce qu' il est évident que cette cherté demeurera avec nous même après la guerre.

Les travailleurs à gages dans les industries non-unionistes devront s'attendre à une expérience d'amertume. Ils s'apercevront que quand le patron augmente les gages volontairement, il le fait parce que c'est son avantage et non pour leur bénéfice. Il est rumeur que dans les cercles d'affaires et d'emploi on a déjà discuté la question, que quand la guerre sera terminée les choses devront retourner à leur état normal, et que les gages du travailleur seront naturellement baissés.

Quand ce temps arrivera, qui souffrira le premier? La question n'est pas difficile à résoudre. Ce seront les industries ou le travail n'est pas organisé et se trouve sans défense. Ceux qui donnent de l'ouvrage aux employés non-syndiqués, et qui peuvent donner une augmentation de cinq à dix pour cent en temps de guerre, volontairement, à cause de profits anormaux, peuvent la retrancher encore, et en ôter davantage, sans même ajouter "avec votre permission."

La période d'ajustement après la guerre sera telle que tout travailleur à gages devra se lever, prêt à combattre s'il est nécessaire pour se protéger ainsi que sa famille contre la spoliation. Il ne peut faire cela comme individu; mais, en rangs serrés, avec ses compagnons comme corps syndiqué, il a une chance de succès. Ceux qui sont membres du travail syndiqué ont besoin d'être plus loyaux que jamais; ceux qui ne le sont pas devront se hâter de s'affilier.

Les travailleurs devraient être organisés

de manière à pouvoir demander une augmentation de gages permanemment, consécutivement et continuellement, comme question de droit, et non pas au point de vue de générosité égoïste du patron, pour être retranchée à volonté. Le seul moyen d'accomplir quelque chose d'un bénéfice permanent au travailleur à gages est par le mouvement du travail syndiqué. Il serait risqué de dépendre sur les patrons pour augmenter les gages volontairement.

PETITES NOTES.

L'on se demande quelles seront les conditions qui existeront après la guerre européenne, et il n'y a pas d'indice d'une fin prochaine.

L'an dernier, l'empereur de l'Allemagne annonça que la guerre finirait en octobre, mais elle n'est pas encore terminée. Les forces opposantes semblent être dans un état dans lequel aucun côté paraît faire de progrès décisifs.

L'idée qui semble prévaloir est que ce sera une guerre d'épuisement; que la lutte continuera sans résultat réellement décisif jusqu' à ce qu' un côté ou l'autre soit forcé de céder à cause de l'épuisement des ressources nationales en hommes et en argent. Nul saurait dire quand ce temps arrivera. Mais quand ce sera terminé, on suppose que la production de matériel de guerre diminuera et que les conditions d'immigration seront plus aigues.

Les unionistes de métiers des États-Unis veulent restreindre l'immigration. Non pas que nous n'ayons aucune sympathie pour les hommes de l'Europe infortunée, mais nous ne pouvons terrasser l'Amérique parce que l'Europe est engagée dans une argie de sang.

En attendant, la lutte d'unionisme de métier se continue en ce pays. Les patrons font de l'argent par la guerre. De temps à autre ils jettent une pitance au travail afin de le pacifier. Mais ce n'est qu' une pitance. Les mains du travail ne sont pas tachées des profits sanglants de la guerre.

Nous ne sommes pas disposés à jeter la pierre aux patrons qui acceptent des commandes de guerre. Le événements européens ne peuvent être contrôlés. Quand on commence une guerre, il faut combattre; il

faut avoir des munitions. Les travailleurs n'ont qu' à accepter l'ouvrage qu' on leur offre aux prix aussi élevés qu, ils peuvent contrôler. Ils n'ont aucune opportunité de faire des profits de guerre; ils peuvent conséquemment sortir de tout cela avec mains et coeurs propres.

On a beaucoup parlé de chaussures américaines de qualité inférieure fournies à quelques soldats européens. Une des premières commandes pour ces chaussures fut placée avec une compagnie non-unioniste, et nous avons appris que cette commande fut remplie avec mesquinerie par le manufacturier. Nous soupçonnons que ce sont ces chaussures qui ont mérité la censure. Nous savons que plusieurs autres commandes ont été données à des manufactures se servant du Cachet de l'Union, et que ces chaussures de soldat sont de bonne qualité.

L'éditeur d'un journal de Wheeling, Virginie Ouest, dit que l'immigration sans restriction, avec vague sur vague d'immigrants, a tenu le travailleur Américain à un niveau de simple existence; que chaque fois ils se sont trouvés presqu' en mesure de contrôler leur propre travail un nouveau groupe peu habitué aux coutumes Américaines, incapable de saisir les idées Américaines, incapable de parler la langue Américaine, a été jeté ici par des employés sans scrupule et des agents de transatlantiques. Cet éditeur vit dans un pays rempli de leçons à ces propos. Nous soutenons qu' aucun Président ou membre du Congrès qui n'appuie pas le travail syndiqué sur cette question est indigne de support sur aucun autre sujet.

Porto Rico, vivant sous le drapeau Américain depuis la guerre espagnole, s'Américanise vraiment. Le président Gompers a récemment reçu plusieurs communications donnant à entendre que des corporations considérables contrôlent l'île; que la police est en ligue avec elles contre les employés; que les grévistes sont emprisonnés ou tués; qu' on donne des armes aux briseurs de grèves; et qu' en tout les natifs sont assujétis à la "bienveillante assimilation" supposée être imposée à des inférieurs par un peuple supérieur.

Il est question d'une grève de chemin de fer d'une importance très-étendue. A l'heure actuelle le service général des chemins de fer est boiteux. Les industries souffrent du manque de ce service, et si l'on continue

considérablement à entraver le service actuel des centres entiers seront bientôt réduits à l'état de famine. Voici un argument en faveur du contrôle des chemins de fer par le gouvernement. Quelques uns de nous ne croient pas à ce principe de contrôle par le gouvernement et de direction politique, qui, étendu aux chemins de fer et aux mines paraîtrait mettre le contrôle entier de la nation entre les mains d'employés des États-Unis formant une machine politique. Cependant, les propriétaires et gérants de mines et de chemins de fer sont déterminés à convertir le public général à l'idée du droit de propriété national.

On rapporte que les opérateurs des mines de charbon anthracite et les représentants des mineurs de charbon anthracite se sont entendus. Nous lisons en même temps que le charbon coutera cinquante centins de plus cet été. Ainsi donc, non seulement les opérateurs de ces mines vont taxer le public pour les quelques sous de plus qu' ils accordent aux mineurs, mais ils forcent ce même public à payer les dépenses d'annonces considérables dans lesquelles ces charmants opérateurs disent que s'ils augmentent les gages des mineurs de quelques sous le public en paiera les frais par un prix plus élevé du charbon. Les opérateurs de mines de mines de charbon anthracite justifient leur réputation comme prophètes pour profit. Ils aident aussi à rendre plus fort le sentiment de droit de propriété des mines de charbon et autres ressources par le gouvernement. Le peuple Américain commence à se fatiguer un peu de la conduite des opérateurs de mines de charbon anthracite sur leurs "Droits venant de Dieu."

L'éditeur d'un journal de l'Ouest a récemment déclaré que le président Gompers fut un des premiers à voir le danger d'avoir à dépendre sur la législation pour des choses que le travail syndiqué devrait avoir de ses propres forces, et l'expérience a pleinement démontré que ses avertissements étaient fondés. Voici un sujet propre à faire réfléchir. Plus les faiseurs de lois seront encouragés à faire de la législation spéciale, plus les lois deviendront compliquées plus la liberté sera restreinte, plus nous aurons de bureaux et de commissions à supporter, et moins les travailleurs à gages se trouveront en état de conduire leurs propres affaires, au moyen de leurs propres organisations. Si les travailleurs à gages sont mutuellement loyaux, au moyen de leurs unions de métiers, ils n'auront pas besoin

d'assistance extérieure aussi fréquemment, ce qui est souvent de nature douteuse.

Parlant devant le comité législatif de la législature de l'état de New York à propos d'un bill proposant une assurance compulsive de santé pour les travailleurs, le président Gompers demanda si les hommes d'affaires, les hommes de profession, les banquiers et les manufacturiers consentiraient à laisser des agents du gouvernement intervenir dans leurs affaires privées. Le président Gompers s'oppose avec raison à ce paternalisme ju' invoque continuellement la classe qui assume le rôle de protecteurs du travailleur. Si les travailleurs à gages désirent ces mesures diverses, il est étrange qu'elles ne viennent pas d'eux et qu'elles ne soient pas présentées par eux. L'état peut aider à la santé du travailleur à gages en faisant adopter de lois pourvoyant pour des maisons et des établissements de travail sanitaires. Les lois qui agissent contre les maladies industrielles sont aussi utiles. Ces choses peuvent aussi être surveillées par la police d'état, mais ordonner que le travailleur à gages contribuera un pourcentage de ses gages à un employé politique de l'état dans le but d'assurer sa propre santé, c'est

intervenir dans la vie privée et les droits privés de l'individu. Et voilà pourquoi le Président Gompers et autres champions de l'ouvrier qui prévoient les choses font sagement exception.

Nous ne sommes pas opposés à la préparation militaire. Cela semble nécessaire. Un petit contingent de bandits Mexicains envahit le territoire Américain sur une étendue de vingt cinq milles et massacra un centre Américain. Nous sommes à poursuivre Villa et ses bandits. Nous pouvons avoir des divergences d'opinion sur notre ligne de conduite Mexicaine dans les passés, mais nous n'en avons pas sur la nécessité de protéger nos citoyens et de punir les coupables. En attendant, notre faiblesse militaire est pathétique, honteuse. Il n'existe aucun doute sur la nécessité de préparation militaire et navale. Les unions de métiers du monde ont invoqué la paix, cependant elles ont été impuissantes à prévenir la guerre. Elles seront peut-être plus puissantes à l'avenir, mais c'est inviter le militarisme européen de prélever un tribut sur nous et mettre nos libertés en danger que de laisser les Etats-Unis dans l'état actuel.

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37	Walter R. Norton,	Brockton, Mass.
38	Alfred W. Sladen,	Brockton, Mass.
46	Andrew Williams,	Rochester, N. Y.
59	Oscar Duhamel,	Marlboro, Mass.
74	B. F. Stevens,	Brockton, Mass.
103	Elfrida Laurian,	Nashua, N. H.
111	J. J. Monahan,	Brockton, Mass.
129	Elsie M. Tirrell,	Whitman, Mass.
"0"	154 Lillian Barry,	Brockton, Mass.
174	Octave Dionne,	Salem, Mass.
191	Fred Flynn,	Haverhill, Mass.
191	Howard McCormick,	Haverhill, Mass.
216	Howard Gillan,	San Francisco, Cal.
222	Ambrose Douglas,	Cincinnati, O.
266	C. Labelle,	Montreal, P. Q.
338	Mamie McManus,	St. Louis, Mo.
"0"	357 Garabed Gesarian,	Bridgewater, Mass.
370	Peter Martinas,	Brockton, Mass.
371	Edward Quinn,	N. Abington, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate

of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon Book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO APRIL 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory
No.

- *1 E. T. Wright & Co., Rockland, Mass.
Welts, retailing at \$3.50 up.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass. Good-year Welts, retailing at \$3.00, \$3.50 and \$4.00.
- *6 M. N. Arnold Co., No. Abington, Mass. Welts, retailing at \$3.00, \$3.50 and \$4.00.
- *7 Weber Bros.' Shoe Co., North Adams, Mass. Men's Goodear Welts, retailing at \$2.50, \$3.00 and \$3.50.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass. Men's Welts, retailing at \$3.00, \$3.50, \$4.00, \$5.00.

- *32 A. E. Little & Co., Brockton, Mass. High Grade Goodyear Welt Shoes for Men and Women.
- *33 Lange-Janke, Milwaukee, Wis.
- *34 J. M. O'Donnell & Co., Brockton, Mass.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa. Men's Goodyear Welts, retailing from \$3.00 up. Also Millmen's and Miners' Stand. Screw and Pegged; Boys', Youths' and Little Gents' Standard Screw.
- *36 George A. Slater, Montreal, Can. Good-year Welts, retailing at from \$5.00 up.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Workingmen's Heavy Shoes, Standard Screw, retailing \$3.00 and \$3.50; Goodyear Welts, \$3.50 and \$4.00. Goodyear Welt Outing Shoes, Nailed Outing Shoes, all colors, for Men, \$3.00; Boys', \$2.50. Clinch Men's, \$2.50; Boys' and Youths', \$2.00 and \$1.75. Elk Skin Shoes a Specialty.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a **COUNTERFEIT.**

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP.**

- *10 Columbia Shoe Co., Sheboygan, Wis. Nailed and Standard Screw, retailing at \$2.00 to \$2.50.
- *12 Arnold Shoe Co., No. Abington, Mass. Welts, retailing at \$3.00, \$3.50 and \$4.
- *14 Williams-Kneeland Co., So. Braintree, Mass. Men's Welts, retailing at \$3.50 to \$5.00.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass. Good-year Welts, retailing at \$3.50 and \$4.00.
- 19 Mechanics' Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass. Goodyear Welts, retailing at \$3.00, \$3.50, \$4.00 and \$5.00.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Cook-Fitzgerald Co., London, Ontario.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass. Men's Goodyear Welts, retailing at \$2.50, \$3.00 and \$3.50.
- 31 Formost & Selecto Co., Brockton, Mass.

- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Canada.
- *42 Churchill & Alden Co., Brockton, Mass. Churchill Shoe, retailing at \$5.00; Ralston Shoe, \$4.00; Fellowcraft Shoe, \$3.00 and \$3.50.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 48 All Leather Shoe Co., Natick, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass. Goodyear and Hand Welts, retailing at \$3.50, \$4, \$5, \$6, \$7.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. Men's McKay and Standard Screw Specialty Seamless Shoes.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass. Goodyear Welts, retailing at \$3, \$3.50 and \$4.00.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.

- *64 Huckins & Temple Co., Milford, Mass. Men's Goodyear Welts, retailing at \$3, \$3.50 and \$4.00.
- *66 Molders Shoe Co., Detroit, Mich. Iron Molders' Shoes; also Elk Outing Shoes in Men's, Boys', Youths' and Gents'.
- *67 Knox Shoe Co., Milford, Mass.
- *69 Adams Shoe Co., Toronto, Ont., Canada.
- *70 Dougherty Shoe Mfg. Co., Portland, Oregon.
- *71 Doherty Bros., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- *78 Keiffer Bros., New Orleans, La.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- *80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- *82 L. F. Stevens, Haverhill, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass. Standard Screw Shoes for Men and Boys, retailing at \$1.50 to \$2.50; also a line of high cut Work Shoes at \$2.50 to \$3.50; Flame Proof Moulders' Shoes at \$2.00.
- *86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont. Men's McKay, retailing at \$3.50; Welts, \$4.00, \$4.50 and \$5.00.
- *111 Levi Shoe Co., Chicago, Ill. Men's Welt Shoes, retailing at \$3.50 and \$4.00.
- *112 Beals & Torrey Shoe Co., Milwaukee, Wis.
- *114 Ames Holden McCready, Ltd., Montreal, Que. Men's Welts, retailing from \$4 to \$7.00; Men's McKay, \$3.00 to \$4.00.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- *117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass. Men's Shoes, retailing at \$3.50, \$4.00, \$5.00.
- *119 Reliance Shoe Co., Brockton, Mass.
- *121 Grant Shoe Company, Webster, Mass.
- *123 Union Boot & Shoe Co., Amherst, N. S., Canada.
- *128 Banner Shoe Co., Montreal, Que.
- *129 The Scottamith Co., Brockton, Mass.
- *134 Vermont Shoe Co., Brattleboro, Vt.
- *135 James Shoe Co., Dover, N. H.
- *138 Wauban Shoe Co., Haverhill, Mass.
- *140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- *144 Weybosset Shoe Co., Providence, R. I.
- *145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- *147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich — Fox — Hilker Shoe Co., Racine, Wis.
- *149 Granite Shoe Co., Holliston, Mass.

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- *89 Reynolds Shoe Co., Brockton, Mass. Men's and Boys' McKay, retailing at \$2.
- *90 Kingsboro Shoe Co., Brockton, Mass.
- *91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- *93 Eli Cohen, Springfield, Mass.
- *94 Burt & Packard Co., Brockton, Mass.
- *95 W. P. Whitman Shoe Co., Brockton, Mass.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5); Holbrook, Mass.
- *98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- *100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass. Men's Fine Welt Shoes.
- *101 Regal Shoe Co., Milford, Mass. Men's Fine Welt Shoes.
- *102 Granger Shoe Co., Haverhill, Mass.
- *104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo. Men's Goodyear Welts, retailing from \$3 to \$5.00.
- *106 Stirling Shoe Co., Providence, R. I.
- *108 Good American Shoe Co., Boston, Mass.
- *109 Moderna Shoe Co., Dallas, Texas.
- *150 Brockton Shoe Co., Brockton, Mass.
- *151 King Welt Shoe Co., New York, N. Y.
- *153 Farmington Shoe Mfg. Co., Dover, N. H.
- *154 Palma Shoe Co., Walpurn, Wis.
- *155 Asa Herbert Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- *160 Cygolf Shoe Co., Brockton, Mass.
- *161 Warwick Shoe Co., Natick, Mass.
- *162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- *164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- *168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass. Goodyear Welts, retailing at \$3, \$3.50, \$4.
- *173 H. M. Hanson, Sporting Shoes, Quincy, Mass.
- *176 Alpha Shoe Co., Brockton, Mass.
- *177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- *191 Royal Shoe Co., Randolph, Mass. Men's Welts, retailing at \$3.00, \$3.50 and \$4.
- *192 Crescent Shoe Co., Brockton, Mass.
- *193 H. O. W. Co., Chicago, Ill.
- *194 Ackerman Shoe Co., Boston, Mass.
- *195 Monroe Shoe Co., Rochester, N. Y.

- 196 Summit Shoe Co., Brockton, Mass.
197 The A. B. C. Shoe Co., New York City, N. Y.
198 The Locust Shoe Co., Haverhill, Mass.
199 The James Shoe Co., Haverhill, Mass.
200 Opel Shoe Co., St. Louis, Mo.
201 American Shoe Co., Boston, Mass.
202 International Shoe Co., Montreal, Que.
203 Standard Shoe Co., Brockton, Mass.
204 F. C. Richmond Co., Brockton, Mass.
205 I. T. Specialty Co., No. Stoughton, Mass.
*206 C. S. Marston, Jr., Haverhill, Mass.
207 Gagnon Shoe Co., Webster, Wis.
209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
*210 J. & T. Bell, Montreal, Que.
*212 Kelly-Evans Co., Brockton, Mass.
217 Apex Shoe Co., Montreal, Que.
219 Domestic Shoe Co., Boston, Mass.
*220 Nolan-Earl Shoe Co., Petaluma, Cal.
221 Granite Rock Shoe Co., Buffalo, N. Y.
*222 H. B. Reed & Co., Manchester, N. H. Goodyear Welts, retailing at \$3.00, \$3.50 and \$4.00.
223 Richmond Shoe Co., Boston.
225 Lewis Shoe Co., Boston, Mass.
226 N. K. Junior Shoe Co., Jackson, Miss.
227 Henrietta Shoe Co., Columbus, Ohio.
229 Peerless Shoe Co., Boston, Mass.
230 Bob Smart Shoe Co., San Antonio, Tex.
231 Consolidated Shoe Co., East Weymouth, Mass.
- 266 Adams Shoe Co., Haverhill, Mass.
269 Orange Shoe Co., Haverhill, Mass.
270 Mound City Shoe Co., St. Louis, Mo.
271 Waukuz Shoe Co., San Francisco, Cal.
*272 North Lebanon Shoe Factory, Lebanon, Pa. Men's Standard Screw, pegged or nailed, split, oil grain and kangaroo, retailing at \$1.50 to \$3.00.
273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
274 The Pioneer Shoe House, New York City, N. Y.
275 M. Germuth & Son, New York, N. Y.
276 The Hurd Shoe Co., Utica, N. Y.
277 Churchill Shoe Co., Brockton, Mass.
280 Woodman Shoe Co., Brockton, Mass.
281 Elmira Shoe Co., Elmira, N. Y.
282 Moorar Shoe Co., Boston, Mass.
283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
284 Stadium Shoe Co., Syracuse, N. Y.
*285 Leonard & Barrows, Middleboro, Mass. Men's Goodyear Welts, retailing from \$3.00 to \$3.50.
*286 M. A. Packard Shoe Co., Brockton, Mass. Goodyear Welts, retailing at \$3, \$3.50, \$4.00 and \$5.00.
287 Quincy Shoe Co., Chicago, Ill.
289 English Shoe Co., New York, N. Y.
*290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.

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- 233 Wauchusett Shoe Co., Natick, Mass.
234 Washington Shoe Co., Haverhill, Mass.
235 Chancellor Shoe Co., Richmond, Va.
236 Berkshire Shoe Co., Pittsfield, Mass.
238 Globe Shoe Co., Syracuse, N. Y.
239 Garfield Shoe Co., Chicago, Ill.
240 Trueluck Shoe Co., St. Louis, Mo.
241 Dexter Shoe Co., Minneapolis, Minn.
*243 Eagle Shoe Co., Montreal, Que.
*244 Nesmith Shoe Co., Brockton, Mass.
245 Adams Shoe Co., Indianapolis, Ind.
248 The Southern Shoe Co., Richmond, Va.
251 Twentieth Century Shoe Co., Webster.
254 Alliance Shoe Co., New York, N. Y.
255 Perfecto Shoe Co., New York, N. Y.
*256 H. H. Brown & Co., North Brookfield, Mass. Heavy high-grade Work shoes, pegged, nailed or sewed, retailing at \$1.50, \$2, \$3 to \$6.
257 Harry C. Brown, Boston, Mass.
258 Quabaug Shoe Co., No. Brookfield, Mass.
259 K. B. Shoe Co., Chicago, Ill.
260 Globe Shoe Co., Portland, Ore.
263 Raymond, Jones & Co., Boston, Mass.
264 Crimson Shoe Co., Brockton, Mass.
*265 F. M. Hoyt Shoe Co., Manchester, N. H. Goodyear Welts, retailing at \$3.00 and \$3.50.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
291 Big Four Shoe Co., Boston, Mass.
292 William Penn Shoe Co., Lancaster, Pa.
293 Trenton Shoe Factory, Toledo, Ohio.
294 Dalton Shoe Co., Brockton, Mass.
*296 E. E. Taylor Co., New Bedford, Mass.
*296 E. E. Taylor Co., Brockton, Mass.
*296 E. E. Taylor Co., Nashua, N. H.
*297 Preston B. Keith Shoe Co., Brockton, Mass.
*298 Whitman & Keith, Brockton, Mass.
299 Industrial Shoe Co., Brockton, Mass.
*300 Geo. H. Snow Co., Brockton, Mass.
301 Erie Shoe Co., Erie, Pa.
302 Lunelle Shoe Co., Haverhill, Mass.
*303 Stacy, Adams & Co., Brockton, Mass. Welts, retailing at \$5.00, \$5.50 and \$6.00.
304 Monumental Shoe Co., Baltimore, Md.
305 Kenoza Shoe Co., Haverhill, Mass.
306 Hogan Shoe Co., Brockton, Mass.
307 Quaker Shoe Co., Philadelphia, Pa.
309 Filsinger-Boette Shoe Co., St. Louis, Mo.
*310 Howard & Foster Co., Brockton, Mass.
311 Fidelity Shoe Co., Boston, Mass.
312 The Coast Shoe Co., San Francisco, Cal.
313 Holliston Shoe Co., Holliston, Mass.

- *315 Slater & Morrill, So. Braintree, Mass. Men's Welts, retailing at \$3.50, \$4.00 and \$5.00.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que. Good-year Welts, retailing at \$4.00, \$4.50, \$5, \$5.50, \$6.00, \$6.50 and \$7.00.
- 330 Webster Shoe Co., Webster, Mass.
- 331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Martin Weber, Newark, N. J.
- 339 Waconda Shoe Co., Portland, Oregon.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- 343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que. Goodyear Welts, retailing at \$3.50, \$4, \$4.50, \$5.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Adam Brandau, Detroit, Mich. Molder's Special, retailing at \$2.50; Molder's, \$2; Men's Elk Outing Shoes, \$3.00.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York, N. Y.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.

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- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- 349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton, Mass. Goodyear Welts, retailing at \$3.50, \$4.00 and \$5.00.
- *385 Charles A. Eaton Company, Augusta, Me. Men's Welts, \$3.00 and \$3.50.

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

Factory
No.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis. Boys' and Youths' Loose Nailed, Standard Screw and Pegged, retailing at \$1.75 to \$2.00.
- *15 Victor Shoe Co., Salem, Mass. Boys' Welts.
- *21 C. H. Alden Co., No. Abington, Mass. Boys', Youths' and Little Gents' Welts.
- *32 A. E. Little & Co., Brockton, Mass. High Grade Goodyear Welts Shoes for Men and Women.
- *36 Geo. A. Slater, Montreal, Can. Ladies' Goodyear Welts, retailing at from \$3.50 up.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.

- *46 Johansen Bros. Shoe Co., St. Louis, Mo. Ladies' Goodyear Welts, retailing at \$2.50 to \$3.50; Ladies' McKay, \$2.00 to \$3.00; Misses' Goodyear Welts, \$2.00 to \$2.50; Misses' McKay, \$1.50 to \$2.25; Children's Welts, \$1.50 to \$2.00; Children's McKay, \$1.10 to \$1.75.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. Women's, Misses', Boys', Little Gents' and Children's McKay and Standard Screw Specialty Seamless Shoes.
- 55 Donovan - Giles Co., Lynn, Mass. Ladies' Goodyear Welts, retailing at \$3, \$3.50 and \$4.00; Ladies' Turns, \$3, \$3.50 and \$4.00; Ladies' McKay \$2 and \$2.50.
- 58 Ira J. Webster Co., Haverhill, Mass. Women's Medium Grade, Welt and McKay.
- *65 D. Armstrong & Co., Ins., Rochester, N. Y. Ladies' Goodyear Welts, retailing at \$3.50, \$4.00, \$4.50, \$5.00; Ladies' Turns, \$3.50, \$4.00, \$4.50, \$5.00.
- *68 Thompson & Crocker Shoe Co., Boston, Mass. Women's Goodyear Welts, retail at \$3.00, \$3.30, 4.00 and \$4.50; Women's McKay, retail at \$2 and \$2.50.
- *76 Cass & Daley Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass. Ladies' Goodyear Welts, retailing at \$2.50 to \$4.00; Ladies' Turns retailing at \$2.50 to \$4.00; Ladies' McKay, \$2.00 to \$3.00.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass. Ladies' Goodyear Welts, retailing at \$3.00 to \$4.00; Ladies' Turns, retailing at \$2.00 to \$4.00.
- *188 Wichert & Gardner, Brooklyn N. Y. Ladies' Goodyear Welts, retailing at, Oxfords, \$3.50 to \$4.00; Boots, \$4.00 to \$6.00; Ladies' Turns, Oxfords, \$3.00 to \$5.00; Boots, \$4.00 to \$6.00.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., New York, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Maine. Boys' Welts, retailing at \$2.50 to \$3.00; Boys' McKay or nailed, \$2.00 to \$2.50; Youths', \$2.00; Little Gents', \$1.25 to \$2.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass. Women's Welts, retailing at \$3.50 and \$4.00.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *103 V. A. Strout Shoe Co., Boston, Mass. Women's Goodyear Welts, retailing at \$3.00.
- *114 Ames-Holden, Ltd., Montreal, Can. Ladies' Goodyear Welts, retailing at \$4; Ladies' Turns, \$2.50 to \$3.50; Ladies' McKay, \$1.50 to \$3.50; Misses' Goodyear Welts, \$3.00; Misses' Turns, \$1.50 to \$2.00; Misses' McKay, \$2.00 to \$2.50; Children's Turns, \$1.25 to \$2.00; Children's McKay, \$1.00 to \$2.00; Boys' Welts, \$3.50; Boys' McKay, \$2.50; Youths' McKay, \$2.00; Little Gents' McKay, \$1.75 to \$2.50.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *124 North Shore Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *132 W. Bert Lewis Shoe Co., Haverhill, Mass. Women's, Misses' and Children's.
- *139 D. A. Donovan's Sons, Lynn, Mass. Misses' and Children's Goodyear Welts.
- *142 Connolly Shoe Co., Salem, Mass. Boys' and Youths' McKay.
- *169 Cushman & Herbert, Haverhill, Mass. Women's Medium McKay.
- *344 Rideau Shoe Co., Ltd., Maissonneuve, Que. Ladies' Goodyear Welts, retailing at \$3.00 to \$3.50; Ladies' Turns, at \$5.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que. Ladies', retailing at \$4.00, \$4.50, \$5.00 and \$6; Boys', \$3.50; Misses', \$3.00; Children's \$2.50; Infants', \$2.25.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

MEN'S SLIPPERS.

Factory
No.

- *33 Lange & Jenke, Milwaukee, Wis.
- *39 L. Firtel & Son, New York, N. Y.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass. Retail price, \$2.00 to \$3.50.
- *371 Missouri Slipper Co., St. Louis, Mo.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	PAGE
LABOR AND AMERICANIZATION . . .	1
THE TRADE UNION LABEL . . .	5
SAFETY AND THE SEAMENS ACT . . .	8
THE KITCHEN PHILOSOPHER . . .	12

EDITORIALS

WAGES VS INSURANCE . . .	16
WHAT CAN WE DO FOR THE EMPLOYERS? . . .	17
MORE JUDGE MADE LAW . . .	18
ERLANDO'S FARM . . .	19
INDUSTRIAL PREPAREDNESS . . .	20
BRIEFS . . .	21

FRENCH DEPARTMENT . . .	22
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM . . .	27
UNION STAMP RULES . . .	28
RULES GOVERNING SICK BENEFITS . . .	28
DEATH BENEFITS . . .	28
LIST OF STAMP FACTORIES . . .	29

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CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

LABOR AND "AMERICANIZATION"

In order to determine the position of the labor union as a factor in Americanization it is necessary that we define the qualities which distinguish the United States from other countries. What is meant by the term "Americanization?"

Americanization, if it means anything, means something peculiar to our country, something denied to other countries. The influence of the labor movement in this connection depends upon its relation to the peculiar attributes of our national life and the extent to which it conforms to these attributes.

We speak of the United States as the "land of liberty." And so it is. But liberty is of various kinds. Some kinds of liberty may be, and in fact are enjoyed by other lands in equal, if not larger degree than in our own land. In what respect is the liberty enjoyed by the American people pre-eminent over that of other peoples?

If we would find the true answer to this inquiry we must seek it in the motives that impel men to leave their motherland—to sever the ties of family life, to pull loose from every association that the heart holds dear—and seek fortune in a new land and amid strange surroundings.

The answer may not in all cases be as clear as we would wish. The newcomer may not be able to describe in so many words the motives that have actuated him. Indeed, there may exist in his mind an apparent conflict of motive which he is utterly unable to reconcile with the facts of his case.

The Desire for Progress.

Yet instinctively he feels and consciously or unconsciously he recognizes his determining motive in the desire for a better chance in life, for a larger and more human share in the bounty of nature.

It is this desire for progress—the characteristic that differentiates man from the lower animals—that rises superior to all ordinary considerations and impels men to seek in the new world that which is denied them in the old.

The promise given by the United States of the one thing needful to the full development of our common nature—the promise of opportunity for full development—is the one thing that distinguishes our country from all other countries.

This opportunity is the essence of Americanism. To the extent that the promise of opportunity is realized in the lives of the people they become Americanized. To the extent that the labor movement aids in the realization of this promise it becomes a factor in Americanization.

The man who comes to our shores seeking an opportunity to improve his lot, if left to his own resources, may find himself in a position no better than that he left behind. Indeed, he may find himself in a worse position than formerly, amid strange surroundings and, as it were, mocked by the memory of those tales of wealth by which he was allured from his old home.

In such circumstances the hopes of the newcomer fade and become as "promises kept to the ear, but broken to the heart."

This situation is not a supposititious one. Unfortunately, many, in fact a majority of those who annually land on these shores find themselves in just such a position. Herded into the mills and mines, working under conditions that weaken the body and destroy the mind, living in slums, shacks and bunkhouses, the difference between the old and new circumstances of the immigrant is merely a difference in degree of hardship.

Poverty in the Land of Wealth.

Even so regarded, the comparison between the old and new circumstances may favor the former. In other words, the immigrant may find that his last condition is worse than his first. He leaves a land of poverty and comes to a land of wealth. But he finds himself unable to share that wealth. Like the mournful peasant in "The Deserted Village," he comes to the United States—

"To see profusion that he must not share;
To see ten thousand bandful arts combined
To pamper luxury and thin mankind."

He comes to the "land of liberty," only to find himself denied access to nature's gifts. He comes inspired by hope, and that hope turns to "Dead Sea apples" on his lips.

In this situation the newcomer is confronted with a denial of the very essence of Americanism. The word itself becomes a mockery. Disappointed in his hopes of liberty, denied that opportunity which he had been led to believe awaited him, forced to live amid conditions of inequality none the less unjust and repugnant, but rather the more so, because inconsistent with the theory of our social relations, the immigrant rebels in his heart—rebels not against the institutions of the land, but against the denial and perversion of these institutions.

The immigrant remains true to the love of liberty. But because he is disappointed in his hopes and ambitions he turns from the spirit of Americanism and willingly or unwillingly surrenders himself to the spirit born of the actual conditions of his life, a spirit of revolt against society, a spirit stronger and more dangerous than that of opposition to the institutions of government, in proportion as wrongs which arise from the subversion of good institutions are more keenly felt than are those which inhere in bad institutions.

The conditions created by the congestion of immigrants in the industrial centers constitutes a serious menace to the institutions of the country. The peace of these com-

munities is constantly threatened and in fact frequently violated.

The Practical Denial of Freedom.

It is quite clear then, that free institutions can not endure in face of the practical denial of freedom to a large and constantly increasing element of the people. Thus the case becomes one in which the interests not only of the newcomer, but of the whole people are immediately and gravely involved.

To meet this danger numerous expedients have been devised. These methods have for their object the dissemination of patriotic sentiment by appeal to national history and tradition, by teaching politics and civics and by various exercises calculated to inspire reverence for "the flag," and thus to strengthen devotion to the things of which that emblem is the symbol.

These measures are not confined to appeal upon moral or sentimental grounds. Appeal is made also upon material grounds. This aspect of the case may be illustrated by reference to the "welfare work" carried on more or less extensively by large industrial concerns. The object here sought is to alleviate the miseries of what may be termed massed labor, to give, as it were, a human touch to a system that is essentially inhuman, to imbue with some measure of personality a system that is distinctly impersonal—in a word, to bring employer and employe within hailing distance of each other in a circle which, however wide its diameter, shall unite employer and employe (the president in his office and the day laborer in his bunkhouse) in a bond of mutual interest and common concern.

Such, in brief, is the object of "welfare work." We need not concern ourselves at this time with any question of motive or effect, further than to observe that the motive in many instances is admittedly a selfish one—the motive of "increased efficiency of labor"—and that the results fall proportionately short of the ethical standard at which the system of "welfare work" professedly aims.

The Real Test of Americanization.

Estimating at their highest value the results achieved by these methods, it is clear that they effect little or nothing toward Americanizing the men and women immediately concerned, for the simple and obvious reason that they miss the point of essential importance. Americanism is not a thing that can be served out like free lunch; the desire for liberty is not a thing that

can be satisfied, like the desire for food, by indulging the physical demands.

The patriotic address, the flag-raising exercises, the "welfare work," however well meant and however successful their appeal to the emotions, leave untouched the real need of the case, namely, the need to realize in practical and concrete ways the promised opportunity of liberty and full development upon the highest plane of social justice and equality.

The test to which the question of Americanization must finally be subjected consists in the comparison between the conditions of labor in the United States and the countries from which the immigrants come. To the extent that the comparison favors the United States we recognize the process of Americanization.

The labor union is a vital factor in Americanization by virtue of its influence in the regulation and control of the conditions of labor. The influence of the labor movement is directed toward protecting the worker, who depends solely upon his labor power as a means of subsistence, in his right to that opportunity which is the distinguishing characteristic of Americanism.

The labor movement is a movement of, by and for the workers. Its interests and objects are limited solely to the promotion of justice in the relations between the worker, considered either as an individual or as a class, and society at large.

The labor movement by uniting the workers in a bond of common interest, endows each individual with strength equal to that of the numbers combined, thus enabling him to make his bargain for employment upon the basis of mutual interest, as between employer and employee, instead of, as in the case of the unorganized workers, upon the basis of their individual necessities.

The power thus brought to bear upon the conditions of labor extends to every detail of the day's work. Wages, hours of labor, shop rules, are determined, not by the mandate of either party to the transaction, but by mutual agreement.

The influence of the labor movement does not end with the regulation of those conditions that immediately affect the worker in his daily labor. Equally important, and in a sense more so, is the influence exerted by that movement in the formulation of public policy, as expressed, for instance, in the laws of the country.

Here we find the labor movement standing as a bulwark against the encroachment of

private interests upon public rights. Without reference to questions of politics or expediency, the whole power of organized labor is arrayed in defense of those institutions of law, of politics, and personal relations upon which rest both the traditions of the past and the hopes of the future.

The labor movement is the only movement of fundamental reform in the conditions of labor, the only movement that makes for Americanization by making for the establishment in the daily lives of the people of that condition which we regard as the essence of Americanism, the opportunity of full development upon the highest plane of social justice.

Labor Movement is World-Wide.

At this point it should be noted that there is nothing in the labor movement of America that is peculiar to itself, as compared with the labor movement of other countries. The labor movement of America is but part of the world movement, the movement of the working class in every civilized land to secure better and more equitable terms of existence.

Differences in form of organization and details of operation will be found in each country, of course. Economics, politics and even religion, give more or less distinctive character to the labor movement among the respective peoples. These elements may indeed enter into and in a manner divide the labor movement of any given country. These differences, however, merely reflect the character of the prevailing habits and institutions in the respective countries, without affecting the real character of the labor movement itself.

Fundamentally, the labor movement is directed toward improvement in the conditions under which men labor for their livelihood. It derives its impulse from the instinct of progress and its power from the unity of will and action obtained through organization.

The labor movement of the United States, sharing to the full those qualities common to the labor movement of the world, is largely influential as a factor in Americanization because it conforms in highly essential respects to the peculiar characteristics of our national life and by giving practical effect to the hopes and aspirations of the working class aids materially in the realization of the ideals of Americanism.

To thousands upon thousands of immigrants in our country the labor unions have been schools, colleges and universities. And while they have not assimilated a knowl-

edge of Latin or Greek they have learned much about their inalienable right to live as free men and to share fully in all the material things which have been so amply provided but so unevenly distributed.

What a hollow mockery is all talk of Americanization unless the "Americanizers" see to it that sufficient leisure is provided "after working hours," to enable the immigrant to take advantage of the educational opportunities offered. In this particular field of endeavor—shortening the work day—the labor union has been the pioneer and has maintained the leadership right up to date.

The Immigrants Who Stand Alone.

We recognize, of course, that a large proportion of the volume of immigrants remains outside the body of the labor movement. This fact is due not to any limitations inherent in that movement, not to any indisposition to embrace and welcome the newcomers, and certainly not to any lack of appreciation of the dangers that lie in the situation as it now stands.

But even in this situation the influence of the labor movement is to be noted in the numerous measures taken for the protection of the immigrant against those who would exploit him. Thus the contention that the labor movement is an all-important factor in Americanization is clear to anyone who understands the meaning of Americanism and the nature of the labor movement.

Whether the labor movement, or any other movement, can hope to wield influence sufficient to preserve Americanism against the destructive tendencies of unrestricted immigration added to other tendencies in the direction of industrial vassalage, is a question that may properly be referred to those who approve the dictum that the nation's interests may be best served by an "abundance of cheap labor."—Paul Scharrenberg.

THE DISEASE KNOWN AS CRIME.

"Did you ever hear of a doctor sending a sick man to a hospital with instructions that he be kept there six months or ten years and then discharged as cured?"

"What would you think of a doctor who would send a patient to a hospital for one, ten or twenty-five years without medical attention from him or any other doctor?"

"Then why should judges send men to prison for from one to fifty years and immediately feel at liberty to wash their hands of the whole thing? The criminal is a sick man, the prison is his hospital and the

judge who sentenced him is his physician. A judge has no more right to hold himself unaccountable for a criminal's recovery than has a physician a right to send a patient to a hospital for a certain length of time, and then completely neglect him.

"When the criminal judge is off the bench his place is in the prison studying the sick man and the effects upon that patient of the treatment he has ordered. It should be within the province of that judge-physician to change the treatment when he considers a change advisable.

"In the trial of criminals the jury system has proved a failure; instead of a jury, criminals should be tried by a bench of three expert criminologists. There should be special institutions where criminology is to be compelled to spend sufficient time in taught, and where all lawyers, desiring to fit themselves for criminal judgeships, would study to become expert modern criminologists. They must regard the criminal as a sick man. He must be studied psychologically.

"I would have all prison pardon boards abolished. It is the man who has sentenced the prisoner who is the best judge as to whether the prisoner is sufficiently recovered to merit a parole or a pardon. I would have all prison sentences indeterminate. A prisoner should be kept in the penitentiary until the trained criminologist says he is ready to be released."—Dr. Victor C. Vaughn, dean of the Medical School, University of Michigan.

THE GENEROSITY OF DOLAN.

Two Irishmen were discussing the death of a friend.

Said Malachi: "Sure, Dolan was a good fellow."

"He was that," assented Mike. "A good fellow, Dolan."

"And a cheerful man was Dolan," continued Malachi.

"A cheerful man was Dolan, the cheerfulness I ever knew," echoed Mike.

"Dolan was in ginerous man, too," said Malachi.

"Ginerous, did ye say? Well, I don't know so much about that. Did Dolan every buy you anything?"

"Well, nearly," said Malachi, scratching his head in thought. "One day he came into Casey's barroom, where me and me friends was drinkin', and he said to us: 'Well, men, what are we going to have—rain or snow?'"
—Everybody's Magazine.

THE TRADE UNION LABEL

By Matthew Woll, President of the International Photo Engravers' Union

As the cross is the symbol of Christianity, the red cross the emblem of courage and of hope to the sick and wounded, so the Trade Union Label is the emblem of humanity, the symbol of the hopes and aspirations of the worker.

A symbol is a sign or representation of any moral thing by the images or properties of natural things. Thus, the lion is the symbol of courage; the lamb is a symbol of meekness or patience. Symbols are of various kinds, as types, enigmas, parables, fables, allegories, emblems, hieroglyphics, etc.

Among Christians the Cross was the earliest symbol. Originally the cross was an ancient instrument of torture. It was in the year 680 A. D. that the Sixth Ecumenical Council ordered that Christ should be represented according to his human features, rather than in the symbolical figure of the Paschal. In the succeeding century the cross became common throughout the church. The church early learned to regard the cross as an emblem no longer of disgrace, but of victory. It became then, and is today, the favorite symbol of Christianity.

At Geneva, in Switzerland, in 1866, there was organized the Red Cross Society. In 1884 a similar society was formed in the United States. These organizations are a confederation of relief societies in different countries, the aim of which is to ameliorate the condition of the sick and wounded soldiers in time of war. Today their operations extend over nearly the entire civilized world. The name of these societies is derived from its symbol—a red cross on a white field. Since that time the red cross has become the favorite emblem of nearly all societies having for their object aid to the suffering in times of great national calamities, such as floods and cyclones, visitations to which we are peculiarly liable; great fires, pestilence, earthquakes, local famines, etc. Today the medical world has adopted the red cross as its emblem to symbolize the aim and purpose of ameliorating the conditions of all sick and wounded during times of peace, as well as in times of war.

Within the recent past there has been organized the International Association for the Prevention of Tuberculosis, the aim of

which, as expressed in its title, is the prevention of tuberculosis. Appreciative of the value attached to asymbolical representation of its aims and purposes, this Association has adopted the double cross as its emblem, and since its adoption the double cross has become the favorite symbol of all interested in eradicating and preventing this most dreaded disease.

Symbols, however, are not confined to representations of moral things, by images or properties of natural things in the religious and medical worlds. In the fields of industry and commerce symbolized representations have also made great strides, and have served many useful purposes. Particular marks or symbols affixed to goods and manufactured articles have come to be used by traders and manufacturers to enable the public to distinguish them from other similar goods or articles.

A trade mark is a name, sign, symbol or device employed by one person or concern for the purpose of indicating by whom the goods upon which the name or marks appear, are made or sold, or to indicate the business conducted, or where it is carried on. Its objective is to protect a man in the enjoyment of all reasonable advantages derived from his superior skill or integrity, and the reputation he has won thereby. It also protects the public from imposition and fraud. Trade marks are of recent growth. One hundred and seventy-five years ago it may be said to have been non-existent. Today trade symbols are defined, elaborated, and fully protected by statute laws and judicial decisions.

That the workers' hopes, aims and aspirations should find symbolical expression should, therefore, occasion no surprise. The union label has come to be a well recognized part of the work of the trade union movement. The trade union label, as used, serves to indicate that the goods and receptacles of goods, to which it is attached, were made by union workmen, and under working conditions established by the associated efforts of the organization having adopted the particular symbol. It is intended to distinguish such goods from all others of a similar kind.

The trade union label was originally designed by the cigarmakers of San Francisco, California, to direct attention to the grow-

ing competition of Chinese labor with white labor, and the ultimate converting of an American standard of life and of morality to a much lower condition of life and work. The message of the hope of the workers, thus symbolized, the impending dangers to society, so well represented in this emblematic form, immediately aroused and crystallized such a strong social resentment as to have practically destroyed the grave menace then confronting the workers and society.

The great moral, social and economic mission which the trade union label so well symbolized at that time, is greater in its concept, and more comprehensive today than at any time since its adoption. Today the union label directs attention to the evils of underpaid and overworked adult labor; to the unfair competition of free labor with compulsory labor; to the exploitation of woman and child labor; it directs attention and concentrates public sentiment against the evils peculiar to certain crafts, and evils common to all industries. It is emblematic of the scientific truth about human nature—that the more men know of each other and of their hopes and aspirations, the more they love each other, and the closer they knit themselves together in a common purpose and cause, and in which scheme of life the humane doctrines of mutual sacrifice, protection and uplift are predominating principles. The trade union label symbolizes the struggle to put an end to the partnership between competition and charity—competition between paupers, and charity dropping one tear on another. The great aim of the trade union label is to destroy the instrument of oppression, of undue advantage for a few. It heralds the message that men who are to live together in society must make mutual sacrifices. It represents the birth of a new Brotherhood, born of the nearness of man to man, made possible by modern civilization. It holds that the chief end of man is to live the life of a free man, whole—that is wholly in body, mind and soul. It seeks to attract the sympathy, encouragement and support of all right thinking people in the uplift or those who do the world's work, from their lives in the slums and hovels, amid filth and malaria, want, poverty and destitution. It is a significant and permanent declaration of the moral duty devolving on the purchaser to inquire into the social cost at which an article is produced, as well as into the cost at which it is sold. It appeals to reason, and not to force, and is a medium by which the public may enforce its rightful

power of arbitrament between employer and employe.

It is impossible to comprehensively define the great possibilities of the union label. Nothing in the whole realm of human labor is more capable of effective and continuous unity. To the trade unionist it is a constant reminder of their common interest, and of a common duty. It is unquestionably the most practical agency yet devised to unify all the forces of labor, at present greatly divided into individual units of organization, predicated on craft and trade lines.

The workers are fast beginning to understand the great social and economic value inherent in the union label; the increasing agitation, and resultant demand for union label products is evidence of the workers' growing conception of the great social and commercial values of their purchasing power, when exercised, in a systematic and organized fashion. The union label movement has not been the first attempt to organize the purchasing power of labor. Numerous attempts, and many experiments have been made in this direction in the past. Co-operative movements, consumers' leagues and associated efforts of a like nature have been primarily inspired by the desire to socialize and commercialize the purchasing power of the workers. Unfortunately, whenever such associated activities reached any degree of success the power and influence of these institutions many times were perverted into instruments of oppression and suppression of the workers as producers. Instead of co-operating with the economic organizations of the workers, very often these co-operative energies responded solely to a spirit of commercialism, and to the suppression of a feeling and desire to socialize industrial pursuits.

In its ultimate attainment, the union label movement comprehends complete harmony and unity of the hopes and aspirations of the workers as producers and as consumers. This movement responds to the possibility of uniting and co-ordinating all the attributes of labor into one comprehensive effort, directed to democratize all industries, and to ultimately establish a just, fair and rightful condition of life and work for all.

For years trade unions have responded in one form or another to this ideal of directing the purchasing power of labor, so as to strengthen the power of the workers, as producers, whenever representations for improved working conditions were to be made on employers. Usually these activities were expressed in the form of a boycott, or the

fair list. While these weapons have proven helpful, experience has also demonstrated their limitations and disadvantages. While the exhortations of trade unionists to their friends and sympathizers to purchase only union label goods and articles may not have proven so immediately responsive, or as vital in its immediate effect upon any one particular firm or person as has the admonition not to purchase the goods of a particular firm being boycotted, it is true, nevertheless, that the response to the former appeal has been by far more comprehensive and lasting in its beneficent result. The boycott and the fair list are individual in character, and their application spasmodic in nature, subject to ill-feeling, strife and friction. On the other hand, the union label is by far more comprehensive in character, and is permanent in its nature, minus all elements of strife and friction. It is not urged that trade unions should dispense with the weapons of the boycott and the fair list; it is urged that the importance of the trade union label activity cannot be overlooked.

The union label unquestionably excels in that it inspires unity and federation, stimulates education, emphasizes skill and superior workmanship, promotes trades and defies unscrupulous competition; teaches the primal obligations of labor to a common cause, while steadily winning its way into the hearts of the masses, in that it symbolizes human justice and human freedom. It is for the attainment of these lofty ideals, these humane accomplishments, that this emblem of trade unionism has been adopted. Mindful of the latent and potential powers for good, inherent in the trade union movement, let all unite in this appeal, and enlist in this noble cause for the uplift of the worker. Let all join in this great march forward, onward and upward under this great banner of fraternity and brotherhood, the emblem of humanity, and the symbol of the hopes and aspirations of the workers for a better life, and a greater and more humane civilization.

As the cross is the symbol of Christianity, the red cross the emblem of courage and of hope to the sick and wounded, so the trade union label is the emblem of humanity, the symbol of the hopes and aspirations of the worker.

EFFICIENCY DEFINED.

At the anniversary dinner of the Federal Department of Labor, Secretary of Labor Wilson said:

"The only limitation which the American labor movement undertakes to place upon the productive capacity is that it must not be artificially compelled or induced; that you must not make a study of man and man's energy for the purpose of forcing him to do more than he normally would; that you must not so construct compensation system that man will be induced to do more than he normally would do. If you take either of these courses it can only exist for a brief period of time and your workers will come back to the normal condition. But every step you take by which the brawn and the brain of the workers can produce more material within a given length of time, with proper surroundings, with safety, and with these safeguards relative to limitations which will enable a man to protect himself against himself, then then the better the entire community will be."

BREAKING IRON WITH WATER.

A simple way of breaking a mass of iron is explained by an engineer. In a mass two feet square and four feet long he bored a perpendicular hole one inch in diameter and between three and four inches deep. This he filled with water and closed with an accurately fitted iron bolt. One heavy blow on the bolt broke the mass into two pieces. —Trades-Union Journal.

HE KNEW, ALL RIGHT.

Jim Mann was on his way back from Chicago, and couldn't help hearing the conversation of the couple in the section right behind him. They looked like newly-married folks, but were not on their honeymoon, as Mann learned by deductions. The woman laid down a newspaper she had been reading, and said to her husband:

"Do you know, I wish I had one of these affinities. Oh, I think it would be just grand to sit on a rock with somebody and have him rave about the incomparable golden color of my hair and tell me that my eyes were the most beautiful in the whole world, and—"

"Uh-huh," said the husband, yawning.

"And that the delicate pink on my cheeks had been painted there by the angels, and that he couldn't live without me. O-oh, I think an affinity like that would be—"

"'Tisn't an affinity you want," interrupted her husband, "what you seem to want is a plain, old-fashioned liar."

"SAFETY" AND THE SEAMEN'S ACT

At a recent meeting of the Boston Episcopalian Club, Mr. Stanton H. King, the noted church worker, delivered the principal address. Mr. King's topic was "The La Follette Seamen's Act." In part his address was as follows:

Once a sailor always a sailor. There are a great many men who take trips on their yachts, a great number who have traveled the ocean "bull pushing" when they have been students at Harvard or Yale, a great number who seem to know a good deal about the sailor's life. I laugh at them. They know absolutely nothing except what they see of a sailor on board of the ship. It is like one time I visited the state prison in Charlestown, and I would not be satisfied until I took a seat in the electric chair, and I even had the straps put on me to see if I could get the feeling of the man who was going to be electrocuted. But I couldn't (laughter) because I knew that the current was not going to be turned on me.

I remember once I was on a little brig bound for the West Indies. I got ready to harpoon a porpoise; the strap carried away and I went overboard, and it must have been some twenty minutes before they got me into a boat. During that twenty minutes I was in agony. I am a good swimmer, but I was afraid of a shark biting me. Now I never go into the water at Buzzards Bay but that I get on the flat of my back and look up at the sky, and I try to get the feeling that the sharks are coming. But I can't—there is nothing to annoy me but a green-headed sunfly. (Laughter). Therefore, do not get away with the idea that you know the sailor's life unless you have breathed his atmosphere.

I am glad that President Wilson signed that bill when it was brought before him. For the last two years we have attempted to have this bill passed, and at least 2000 men have signed petitions for it at clubs at which I have spoken, asking Mr. Wilson to sign it when it came before him. He has done so, and God bless for it. (Applause).

I am a sailor. First I must tell you something about myself. I have traveled the sea as a sailor, starting out when I was twelve years of age. I was six years in Uncle Sam's navy and six years in the merchant marine. I have lost five brothers at sea. My father was the father of twenty-nine children. (Laughter). He had three wives.

His first wife had eleven. His second wife was a first cousin to his first wife, and she had twelve. My mother, his third wife, a sister to the second and a first cousin to the first wife, she had eight of us. (Laughter). I was a brother, a half brother and a third brother to twenty-eight of them; a grand-uncle years before I was born. (Laughter). Gentlemen, I stand before you tonight the twenty-second chapter of the third book of Kings. (Laughter).

First, I want to take up with you that Seamen's bill, so that when you go away you will have a little clearer knowledge of it. Take the question of labor. The sailor is the only man who cannot control his labor. I have been a sailor in the West Indies; called at five o'clock in the morning to wash down the decks and get them wet, so the heat of the tropical sun would not melt the seams; at six o'clock hoist sugar hogsheads from a lighter into the ship, and work until six o'clock at night, and then wet her down again to keep the deck all right; and go to bed, and be called at twelve o'clock one night, and another night at two o'clock, to stand two hours' anchor watch, to be called on Sundays to work and wash down the decks as usual. In the Philippines, on Sunday, it was the custom to keep the men up to high noon, so that they would desert and leave their pay behind them for the owner of the ship. There is no law today saying how many hours a sailor shall labor on board a ship. But because Mr. Wilson has signed that bill there is going to be a law in operation.

Do you know what a deck watch is to a sailor? The deck watch and the afternoon watch and any other watch can be taken from a sailor at sea. There is no law saying how many hours he shall work. He can be called at twelve o'clock midnight, and the watch ought to go below; you can keep him on deck for fully a half hour of his watch below, keep him out of his sleep and his rest. No law to deal with it at all.

One feature of this new bill is that in port nine hours constitute a day's work, inclusive of the anchor watch. Should he be called upon to stand two hours' watch at night, he will have to work seven hours in the day. He will not work on Sundays; no work whatever. He will not work on New Year's Day, the Fourth of July, Labor Day, Thanksgiving or Christmas. Those are his

holidays, and they can not be taken from him. At sea he will work four hours on and four off, which will make twelve hours a day. The fellow in the stoke-hole will work four on and eight off, giving him eight hours a day—enough for any man who works in a lathery sweat in front of a fire furnace. That is one of the greatest things we find in the bill today—to make a sailor feel that there are certain laws dealing with his labor in port and at sea.

Now comes in the language spoken aboard a ship. Take a ship that sails out of Boston today; I guarantee that 90 per cent of her crew, among the men in the stoke-hole and on deck, cannot understand a word of English. That ship is taking the lives of our dear ones across the ocean. It is all well enough if nothing happens, but if that ship should encounter a fog bank or a derelict or a collision, or should be in any way imperiled, can you get those Italians to take an order from the bridge or the engine room? No.

Take it out on the Pacific. You will find the ships that fly the Stars and Stripes all manned by Chinese. You can get a Chinaman for \$8 a month. It has been said by steamship officers that a Chinaman is better than a white man, for he will take orders. But in time of peril the Chinaman is not there. I would like to say to the general manager of the Pacific Mail Steamship Company, how was it when the "City of Janeiro" struck in San Francisco Bay? That ship had 211 people on board; 131 were lost and 80 saved. That ship had 11 lifeboats; only one lifeboat was lowered in calm, Pacific water. She sank keel down, upright as could be, and only one lifeboat launched safely—and that lifeboat was launched by the ship's carpenter and second mate. It got about a boat's length when it was swamped. You tell me that a Chinaman can do as well as a white man? He can not in time of peril. Out of the 211 people on board only 80 were saved, and there were 43 Chinamen among the 80 saved. (Laughter). Out of the crew of white men and officers there were 13 saved and 18 lost.

Take it with lifeboats. What is the law regulating the lifeboats today on board of the ship? The Titanic saved us. Men hadn't a raft to get on; the boats were poorly manned. And today, if you were to take a trip across the Atlantic, do you know what you are given when you buy your ticket? Fifty per cent lifeboat, fifty per cent raft. The law will be seventy-five per

cent lifeboat, twenty-five per cent raft. When you buy a ticket with your family and you take a trip from these United States over to Europe, and that ship is sinking, you can say: "Goodbye, wife. Take the lifeboat. Goodbye, daughter. Take the lifeboat. I am for the raft. I am one of the twenty-five per cent on this ship that must take to a raft; there is no room for me in the boat." In Washington we could not get a boat for every man, but managed to get a boat for seventy-five per cent.

Take a trip on the coast. What does the law say today, twenty miles from land? Twenty per cent lifeboat, forty per cent raft, forty per cent nothing. What will it be when this bill goes into operation and you take your family with you twenty miles from land? Thirty-five per cent lifeboat, thirty-five per cent raft and thirty per cent nothing. It won't be: "Wife and daughter, take the lifeboat, and I will take the raft." It will be: "Wife and daughter, take the lifeboat; son, take the raft; dad will take nothing." So when you take a trip on the Fall River boat it is 71-2 per cent lifeboat, 221-2 per cent raft, 70 per cent nothing. Ah, yes, the man in Washington says: "When the ship sinks we can all climb up on the mast in Long Island Sound." I would like to put him there, and let him be the first to climb.

What is an able seaman under the Stars and Stripes today? Why, he is a man who can do any sort of unskilled labor. It won't be so under the bill that Mr. Wilson signed. Next November, any ship over 100 tons must have for the first year forty per cent of her crew able seamen, the next year forty-five per cent, and so on until the maximum is reached—sixty-five per cent able seamen. That will mean that when a ship has a thousand passengers on board she will have something like a crew of five or six hundred able seamen. And all treaties are to be abrogated by March 4, 1916, so that this law will affect the ships of foreign flags that are in our United States ports. An able seaman will be a man who has served three years on the deck of a ship; a man who has served a year and a half on the Great Lakes. On the smaller lakes and boys, if he can pass his examination after serving a year and a half, he will be a deep-sea sailor. So that we will have men who understand their business. You don't want to be sitting in the lifeboat, with it swinging at the davits, and think that the men haven't the skill nor the strength to

lower that boat away, and when she strikes the sea to let her go so that she won't smash herself against the side of the ship.

Take the bargemen that were lost on our coast. There was no account kept of them. The law will be that these bargemen must be accounted for, and that record must be sent into Washington, and a report made every year of the men lost from our barges.

I remember once down in Haiti I saw a green poll parrot. I wanted that green poll parrot the worst way, and I couldn't get it because the captain wouldn't give me a dollar. I sold my dungarees and bought the parrot. A man comes into the port of Boston today and he cannot buy things. If he wants to get a suit of oilskins the captain provides a bumboat man. That bumboat man can charge the sailor exorbitant prices; the sailor doesn't know, he buys the things, and when it comes to a settlement the captain, or the chief steward, or the purser can have a rake-off, a commission of ten per cent. And that comes out of the sailor's pay. I was a sailor once, and I couldn't put my hand in my pocket and pull out a little change and carry it around with me. And when I got on land with all my pay in my pocket I went to pieces; I didn't know how to handle it.

The law will be, when this bill goes into operation, that a sailor in port, on any vessel in a United States port, or a United States vessel in any port, can demand half of his wages due him every fifth day. He can go to the captain and say: "Give me half of what is due me. I am going ashore to buy what I want." It will help a sailor to be a man.

Then there is inspection. I have seen ships the more you load them the more you pump to keep them afloat. God bless Mr. Plim-soll, when he had that mark put on British ships and compelled United States ships to comply with that law when they were nearing British ports. A ship may be unprovisioned, she may be leaky, in a poor, unseaworthy condition. The law is what? Half of the crew with an officer can demand an inspection. Did you ever see an officer join with the crew to demand anything? The law will be that a majority of the crew by themselves, or an officer or two officers, can demand an inspection. The sailor gets two ounces of butter; he will have four.

The strongest thing we know today is public opinion. If you gentlemen will promise me to spend half an hour in the ship's fore-castle we will soon help the sailor; you

will write to Mr. Wilson saying that he did the right thing in signing that bill. The man who should get the most air gets the least. Tuberculosis in the navy is bad enough; there are 474 cases in the navy today. But our sailors on the merchant marine can not get fresh air because they are kept penned down away in the bowels of the ship, and the passengers have the whole of the deck on which to promenade. Uncle Sam gives to the sailor 72 cubic feet of space to breathe in—6x6x2. The British navy has been giving the sailor 120 feet of space; and now we have at last won out, and the sailor under the Stars and Stripes will get 120 cubic feet of space to live in. And the fore-castle shall be on deck, away from the bilge water and the odor from the cargo, where God's fresh air can get at him. And he will have two exits to his fore-castle, so in time of collision, if one door is banged and shut up, there is another door of exit. For every ten men there will be a wash house; one bowl to every two men. For every twelve men there will be a room set aside as a hospital, and no hospital shall have more than six beds in it. So we will have two or three hospitals, according to the number of men aboard of the ship.

The fore-castle will make the man a healthier man, for every man is affected by his surroundings. Take and put us in a hog pen, and the majority of us in a month would want to grunt. (Laughter). So if you are going to have an American-manned ship you must get the ship fit for the American boy to live on it.

The last is freedom. The Sailors' Haven has worked all these years for freedom for the sailor. I asked Mr. Selfridge tonight if he knew that the Sailor's Haven had a part in doing away with shackles—a relic of barbarism. I had four court-martials on a voyage. I felt my manhood weakened when the chains were on my wrists for thirty days and my feet in shackles and I paraded around the ship's deck. And when the thing came up I gave it a blow. It happened that there was a young man in the Naval hospital at Chelsea, that man had jumped the wall to get a bottle of beer, and the doctor sent him to bed with feet irons on. His mother came to visit him and saw his condition. She took it up with Senator La Follette of Wisconsin and the president of the International Union for Seamen. Mr. La Follette took it up, and that relic of barbarism has been removed from our navy. A man is not punished today by putting

him in shackles unless he is fighting drunk and needs them to preserve his own life and the lives of others.

Freedom! The sailor is the only man who is a slave. When Abraham Lincoln set the slaves free he forgot the sailor. Here is a ship that has just arrived from Montevideo; or let us take an American ship in the Plata, Buenos Aires, or any other port. That sailor cannot leave the ship. She was a good ship leaving Boston, a good captain, a good mate. She is now a floating hell, and those men want to leave the ship and they can not leave. Because why? They are a part of the ship, and belong to the owner. If they should leave we call on the slave catcher, the American Consul, and say: "Catch that man; he belongs to me, he is my runaway slave. And bring him aboard the ship and make him work and fine him."

I wrote a letter to Mr. Perkins saying I would speak here tonight. Suppose I didn't feel like speaking. Do you think that Mr. Wood would call on a policeman and say, "Go get King, and make him stand here and talk?" But the sailor—yes—seize him, lock him up; he is a runaway slave. Bring him back and make him labor. The sailor, through Mr. Wilson's signature, is to be a free man. Whatever ship he is sailing on, under whatever flag in the port of Boston, he can leave the vessel, demand half of his pay and come on shore. And no one can touch him; he is a free man. I suppose if any of them have houses and lands, why, they can bring a civil suit; but you can't lock him up. You have set the man free; he can leave whenever he wants to. Not at sea—because he can't very well walk ashore—but he can leave in port. This bill will elevate the calling, and it will bring to our ships men worth while. Not the scapegrace, not the riff-raff, but real American boys.—Coast Seamen's Journal.

THE "IGNORANT FOREIGNER."

As usual in the case of disorder during a strike, the trouble at Argo, Illinois, is explained by saying that the strikers are "ignorant foreigners." The Chicago Tribune, for instance, says concerning them in a recent issue:

The strikers are not American citizens. Most of them do not speak our language and are importations from Europe, ignorant of our institutions, our laws, our resources of justice and progress. They have been worked upon by radical agitators whose business is to agitate, and they have no

knowledge of any better way to amend what grievances they have or to get their conditions except what these incendiaries tell them.

Very well, let us suppose that only native American university graduates had been employed at Argo and forced to work under the same conditions as these "ignorant foreigners." What legal remedy could they have employed which these "ignorant foreigners" have failed to use? Or does the Tribune's statement imply that educated native American workers would meekly endure privation and even starvation? While there should be no toleration of disorder either by strikers or guards, are the disorderly ones any worse, or as bad as the smug citizen who blames "ignorant foreigners" for resisting injustice, which he uses his vote and influence to uphold? And is the "ignorance" of these uneducated foreigners any greater in matters relating to industrial conditions than that displayed by the average educated American legislator? —The Public.

IMPARTIAL.

A Cleveland lawyer tells how, during a trial, one of the jurors suddenly rose from his seat and fled from the court room. He was, however, arrested in his flight before he had left the building and brought back.

"I should like to know what you mean by such an action as this," said the judge, in a lenient tone, however, as he knew the man, an elderly German, to be a simple, straightforward person.

"Vell, your honor, I will explain," said the juror. "Ven Mr. Jones finished mit his talking my mind vas clear all through, but ven Mr. Smith begins his talking I becomes all confused again already, and I says to myself, 'I better leave at vonce, und stay away until he is done, because, your honor, to tell the truth, I didn't like de vay der argument vas going.'"—Cleveland Leader.

MAKING IT FIT.

"Did you hear about the defacement of Mr. Skinner's tombstone?" asked Mr. Brown a few days after the funeral of that eminent captain of industry.

"No, what was it?" inquired his neighbor curiously.

"Some one added the word 'friends' to the epitaph."

"What was the epitaph?"

"'He did his best.'"

THE KITCHEN PHILOSOPHER

Mr. Daniel Hogan lived in the tenement on the first floor. Mr. Michael O'Riely occupied the top floor. Both these gentlemen, including their wives, were born and raised and immigrated from the "Auld Sod." That was back in the days when immigrants to this land of opportunity paid for passage, bed and board on the fast (?) auxiliary packet; but wary of comfort they brought the feather bed with them. These gentlemen were possessed by the unmistakable trait which characterizes and distinguishes a genuine Irishman—a love of argument. It would be hard to decide, when they were engaged in a heated discourse, which man had the better of the argument. Certain it is that a deal of unnecessary "hot air" helped to fan the chief points of the question to a fever heat; and when this stage had arrived, Mrs. Hogan left the kitchen, and climbing the stairs to Mrs. O'Riely's tenement, she launched into the usual flow of oratory regarding that "piece o' baggage," the widow next door. So much for the preliminaries.

"Jim, me boy," said Mr. Hogan, complacently lighting his "dudeen" after supper, "we had one of those organizers down at the shop today."

"Organizers? What do ye mean, Dan?" queried his friend.

"Of the union, of course," explained Mr. Hogan.

"Oh, yes," nodded O'Riely, in an uninterested tone, for Mr. O'Riely was not a union man.

"You know, Jim," continued Mr. Hogan, settling himself more comfortably in his chair in the spotless kitchen, "there was some talk of a strike in the shop."

"I didn't know it," answered Jim indifferently, as he produced his pipe.

"Well, the result is," finished Mr. Hogan, disregarding O'Riely's evident hostility, "there will be no strike. The organizer fixed it for us, and from now on we get ten cents a day more and an hour for dinner. What do you think of that, me boy?"

Mr. O'Riely, from his lofty "know it all" manner, did not appear to think much of it. He carefully lighted his pipe before stating his opinions.

"Ahem! um! hum!" clearing his throat noisily and assuming a dignified bearing, he began: "Of course that's something, Hogan; but in the end you lose."

Mr. Hogan, who was in a great measure a philosopher, overlooked the reserved and emphatic manner of his friend.

"Oh, of course, you see the dark side of it, like everything else you look at. Faith then, it's nothing at all you'll be looking at some day."

"Now, Hogan," continued Mr. O'Riely, holding his battle-scarred clay pipe jauntily between a first and second finger; "I repeat that you lose in the end; and this is the reason: Admitting that you did get this increase of wages and an hour for dinner, do you mean to say that the man who pays you gave it to you because he liked you?"

"Faith, then, he has no love for us," answered his friend warmly, "but even so, that's not the reason."

"It isn't?" echoed Mr. O'Riely, surprised that his friend should venture to question his argument. "Then, then, Mr. Hogan, sir, I persooome ye know the reason."

"Certainly. It's because the organizer—and a pretty smart boy he was, too—said we got to get the raise and the hour, and we did get it, and there's the end of it."

There were times when Mr. O'Riely was inclined to pity his friend for his lack of knowledge. "Oh, wusha, Hogan," he said mournfully, "will ye ever know anything at all?"

"I know that I get two-fifty a day now," answered Mr. Hogan, apparently undisturbed by his friend's egotistical air, "and that is something."

"Listen," pursued Mr. O'Riely, "who's going to pay back that ten cents a day to your boss; for he doesn't run a charitable institution?"

"Who?"

"Yes, who? Answer that now!" flashed Jim, extremely pleased with his acuteness and importance.

"Will you ever know anything at all O'Riely," exclaimed Mr. Hogan contemptuously; "the idea, asking such a foolish question!"

"Foolish, is it?" cried Mr. O'Riely hotly. "But just the same, me boy, ye can't answer it."

"Of course I can," Mr. Hogan assured him, "for it's I that'll pay him back."

Mr. O'Riely condescended sufficiently from his knowable bearing to honor the statement with a loud roar of mirth.

"Ha! ha! ha! Whoever heard the like?"

Then what did you want the increase at all for, if ye were going to pay it back?"

"I don't mean in money, Jim," Dan answered slowly, "but as that organizer told us—in a greater amount of work."

The answer all but floored Mr. O'Riley; but rallying his forces he marshalled in line of battle and attacked the "question" with renewed vigor.

"Now, you think yourself mighty cute, me boy," he admitted slowly, "but still, you're away off entirely."

"How's that?"

"Isn't it a fact, Hogan, that the unions have been the cause of the present high cost of living?"

"W-e-ll," drawled Dan sagely, "not exactly, Jim. They have been the cause of better living, though, if that's what you meant to say."

"No, it isn't," persisted Mr. O'Riley, "but it is a fact, nevertheless. Now, you see when your boss and my boss, and all the bosses pay us a higher scale of wages, it increases the cost of producing their commodities, and to counteract this condition it is necessary to raise the price on the products."

"Well, what of it?" demanded Mr. Hogan, puffing contentedly on his pipe.

"Just this: That you lose in the end. For your increase of wages is expended in paying that extra cost on every pound of sugar you eat, on the clothes on your back, on the shoes on your feet; and even in a theater for the air you breathe."

"Sure, I know that," admitted his friend.

"Who towld ye?" demanded Mr. O'Riley in a flash of spirit.

"The organizer; divil a lie in it," answered Mr. Hogan, smiling broadly.

There was something wrong this evening, Mr. O'Riley assured himself; for in the generality of arguments, he emerged with flying colors. Perhaps Mr. Hogan, despite his friend's opinion to the contrary, did know something after all.

"What did he tell you?" he inquired in a cautious voice.

"Simply this," replied his friend, "that for every increase in the cost of living it means to us union men a shorter work-day, sooner or later."

"But that won't pay your rent," interposed Mr. O'Riley.

"The increase will do that," his friend assured him smoothly, "and the shorter day will help to avoid many a doctor's bill in the way of pure air and sunlight."

Mr. O'Riley knocked the ashes from his

pipe and carefully refilled it from the plug. At length, after lighting the tobacco, to his keen satisfaction, he launched into the deeper waters of social economy. "It's all right for an organizer to give you that line of talk," he rejoined, "for that's his business. But to the man on the other side of the fence, it's a horse of another color."

"If you mean the non-union man, it's his own fault."

"No, it isn't, Hogan," objected Mr. O'Riley. "Now, I'm a non-union man; I have no regard for a union of any kind, because I have always believed that the unions today are the biggest graft factories in the country."

"You said you were a non-union man," Mr. Hogan reminded him calmly; "now, can you tell me where you get this idea? It's enough for a union man to make such a statement, but at that I doubt whether he would, when no proof to this effect is existing."

"Where did I get this idea, you ask? Why, man, it's an open secret. But that's the way with you union men; you're always blind to the movements behind the scenes."

"There are no scenes nor acting in a labor organization, Jim," objected his friend, "everything is done openly. And why? Because, in a union it is not scenery nor acting, but results—do you understand—results that count. A union, to be a union, to be a power and a real need, a sort of arm of support to its members, must convince them absolutely that it is strong enough to stand any amount of leaning. The trouble with you, Jim, is this: You are, like a good many more, confounding a labor organization with a political party. Now, in a political party the main object is to defeat the opposition; and it is this very bulwark, the opposing side which can not exist in a labor organization. Consider the very meaning of the work—'union.' Does it mean socialism, or anarchy, or democracy, or republicanism, or despotism? No, it is first, last and all the time a perfect UNION; complete, entire, full, an organic whole, each of whose members sympathize with the rest, changing from year to year, but without any break of continuity, or any interruption of the fixed relations of cause and effect."

"Now, I would like you to explain to me how you formed the opinion that a union is a graft factory?" asked Mr. Hogan, as he refilled his pipe.

"How about the men higher up?" flashed his friend, feeling a trifle uncomfortable

over Mr. Hogan's practical knowledge of unionism.

"I thought you would say that," smiled his friend, blowing out a cloud of smoke, "but it's a ten to one shot, Jim, that if you filled the place of the high official in a labor organization, you couldn't do what he does."

"I certainly wouldn't want to," snapped Mr. O'Riley, "for that's where the graft is done."

"You're wrong, Jim, and dead wrong at that," answered Mr. Hogan, coolly, "for that is where the work is done. It isn't every one who can tell a man worth a million that he's a tyrant and a slave owner; and the man who can do it successfully and produce cold, truthful and undeniable results after doing it, is a born diplomat and a friend of humanity to boot. Now, Jim," continued Mr. Hogan mildly, "I would indeed be doing you a service of inestimable value if I succeeded in converting you to unionism."

"Well, you must convince me first," answered Jim with unsympathizing loftiness.

"Well, what is it you want to know?" demanded his friend flatly.

"I want to know this," flashed Mr. O'Riley; "but I know you can't answer it: Why must I, a non-union man, help to pay for your increase of wages and shorter hours. When the price of sugar goes up, do you mean to say that I can get it any cheaper than you can? And who's to blame for increasing the price on it? Certainly not I."

"Certainly not," the philosopher assured him gravely, "but, Jim, have I not said that it is your own fault that you are a non-union man?"

"Granting that," expostulated Jim; "would my joining a union get it any cheaper for me? And besides, isn't this a free country? Can't I work where I like, regardless of the obligations of a crowd of vampires?"

"You can work where you like," Mr. Hogan admitted, "provided you are fortunate in getting the conditions under which you work precisely to your liking. Not all are so fortunate; therefore it behooves all individuals to demand conditions to their satisfaction. Now, I take it that you are satisfied with your present conditions of employment, and of course, unionism would not materially help you, because unionism can do no more than make its members supremely satisfied. Jim, I dislike your pet allusions to unionism. We are not blood suckers, but the persistent enemy of that breed."

Mr. Hogan had evidently produced a slight impression on his friend's prejudiced hide.

Mr. O'Riley appeared to be seriously reflecting upon his remarks. Therefore, Mr. Hogan, calling to mind the conclusive methods of his organizer, proceeded to follow up the impressions. "Doubtless, Jim," he continued suavely, "you will inquire as to the benefits, the advantages to be derived from a labor organization. Let me illustrate a case in point: A man was employed in a shop. It is necessary to be minute, for this occurred frequently in any shop or mill. This man worked and slaved twelve hours a day to keep his family alive. It was the same in his younger days—work—unceasing, incessant, heart-sickening slavery from morning till night, with practically no chance of training his mind even in the elements of a common school education. Now, this man was the proud father of a boy twelve years old; though he had four other children of various ages, his whole ambition seemed to have been concentrated upon his boy. For him he worked noory, even cheerfully, that the boy might enter manhood possessed of that priceless treasure which was denied to his father—an education. You can see, Jim, that the instincts, the intuition, the basis of a sound, practical education existed, though vaguely, in the father's brain. But for circumstances beyond his control I have no doubt but that the father would have risen to eminence himself, for it was in him. The boy was unusually brilliant, studious, thoughtful, with the instinct of a gentleman even at that age. Jim, we cannot govern sickness, nor trouble. It comes upon us unexpectedly when we are practically helpless. The man in question was taken sick, overwork, doubtless, combined with an overdeveloped anxiety for the welfare of his boy. It is sad to relate, the poor man died. But with his dying breath, he implored his son to strive nobly to fulfill his most cherished wish. But it was not to be. The duties of the bereaved, grief-stricken little home now devolved equally between the boy and his mother. She went to work, scrubbing marble corridors, office buildings, and such toil, which it takes a strong man to continue. The boy entered his father's shop, not to fill his place, but to toil twelve hours a day. The future had suddenly grown dark before him, and misery, remorse and mind-killing starvation appeared to his agonized view. How long, do you ask, did that boy continue that work? There's no doubt that he would have worked and slaved until exhaustion undermined his health. Happily for him and those workmen, the American

Federation of Labor began a vigorous agitation for reform. The first thing they demanded was the abolition of child labor in all mercantile establishments. You know the result: Unionism succeeded in compelling the money-controlled legislature or the different states to frame laws applying directly to the moral, physical and educational welfare of children employed in such establishments."

Mr. Hogan paused; his pipe had grown cold. Mr. O'Riley manifested some interest.

"And where is this boy now," he queried at length.

A smile twitched at the corners of the philosopher's mouth.

"He's the organizer I've been telling you about," he answered.

Mr. O'Riley's interest and surprise was genuine.

"Well, that is peculiar," he burst out, frankly enough.

"No," answered Mr. Hogan, smiling as he rose, "but an illustration of the advantages and opportunities existing in a labor organization. Well, are you convinced?"

Jim considered the question.

"I'd like to have a talk with that organizer," he said slowly.—D. J. Murnane.

ANCIENT ANTI-STRIKE REMEDY AGAIN URGED.

In a signed article, published in a Milwaukee, Wis., newspaper, President Van Hise of the University of Wisconsin suggests that wages of public utility employees be handled by public utility commissions in the same manner that capital is regulated. He says, "There is no reason why such a commission could not proceed in the case of a labor difference with the same promptness that existing commissions exercise in the matter of railway rates."

The question of wages and standards of living of the various workers could be decided by these commissions, who, President Van Hise believes, should be furnished "expert and statistical aid to enable them to undertake elaborate investigations of the facts bearing upon the economic condition of railway employees." With this information in their possession the question of wages can be "settled" with as much dispatch as a demand of railway managers for higher rates.

"An interstate wage commission" is the solution of this educator against strikes of public utilities and consequent inconvenience of the public. The commission, together

with its "expert and statistical aid," would first agree on what constitutes a living standard of, for instance, train service employees. Then, when these train service employees present demands for higher wages, the commission can compare said demands with their figures, properly filed and indexed, and render a decision accordingly.

By this simple method strikes would be eliminated, providing, of course, employees agreed that experts or other state-paid professionals are better qualified to set living standards for workers than the workers themselves.

Excepting this slight difference, the ancient anti-strike concoction, dressed up in new terms by President Van Hise, might prove workable—if a remaining vital portion of this "remedy" can be discovered.—Exchange.

THE UNION LABEL.

You may be a "live wire" union man,
A leader—and one of the best—
But you aren't the kind that I have in mind
Unless you can pass this test:
You may be a light in your union bright—
But, still, were you ever so able
The test depends upon whether you are
Out strong for the UNION LABEL.

For the label's a factor in Labor's fight,
In the struggle that mankind is making,
To free the world from the curse of greed
And the toll that Industry is taking—
In overworked women and underpaid men
And children in sweatshop and mill—
It's a badge of honor and honest worth
And its motto is "SAVE" not "KILL."
The fellow who's out for the label strong
May neither be bright nor clever,
But he's wise to the fact that each one of us
can

Count for something in Labor's endeavor;
And I place him beside our greatest men
For the work he is doing to enable
The toilers to prosper and gain in strength—
By "boosting" the UNION LABEL!

—P. J. Doyle in The Carpenter.

CORNERED.

He—You women have no right to the ballot for the simple reason that in case of war you would not be able to fight.

She—Then why do you allow a man who is crippled to vote?

He—Why-er—say, if it isn't just like a woman to ask some such foolish question as that.—Boston Transcript.

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

WAGES VS. INSURANCE.

One of the new schemes that certain employing interests are bringing out is to insure the lives of their employees. A newspaper clipping from a Milwaukee, Wisconsin, newspaper reads as follows: "Following close upon other large manufacturers of the city, the F. Mayer Boot and Shoe Company announced yesterday that it had taken out a group policy of life insurance on nearly four hundred of its employees. The policies, which were placed with the Equitable Life Assurance Society, amount to between \$300,000 and \$400,000, and range from \$500 to \$1,000 each.

"The policies will be absolutely free to employees of the company, and will be given without examination. In addition to the death benefits, the policies will include medical examination at regular intervals. All employees of the company who have been working there for more than one year are entitled to the policies.

"Other companies which have recently purchased large amounts of group insurance include the Patton Paint Company, Chain Belt Company, Sivyer Steel Casting Company and the Turner Tanning Branch."

A circular letter referring to the F. Mayer Boot and Shoe Company proposition particularly, reads as follows:

"Group Insurance Solves Problems."

"F. Mayer Boot and Shoe Company, one of Milwaukee's most progressive corporations, has just concluded arrangements to carry life insurance for the benefit of their employees under plans devised by the Equitable Life Assurance Society.

"The spirit of co-operation between employer and employees was shown in a substantial manner by the officers of the F. Mayer Boot and Shoe Company last week when the shoe manufacturers presented to

all male employees in their service for one or more years an insurance policy for a substantial amount, ranging from \$1,000 to \$500, depending upon length of service and number of dependents.

"The group contains three hundred to four hundred employees, with insurance to the amount of \$300,000 to \$350,000. Additional employees will be included from time to time. Premiums will be paid monthly by the company itself to demonstrate their constructive interest in their employees and their families. The insurance is payable to the beneficiary named by the employee.

"Employees are automatically included upon passing simple health test and qualifying by one year's service.

"Mr. I. J. Dahle, Agency Manager, and Mr. S. H. Hubbard, Special Agent, concluded the arrangement for the Equitable Life.

"Dr. Franklyn C. Wells, Medical Director of the Equitable Life Assurance Society of New York, spent Tuesday of last week in Milwaukee looking over several other large corporations who contemplate the addition of group plans for the benefit of their employees."

There are several things about this proposition of group insurance, so-called, to which we would like to call the attention not only of our members and other trade unionists, but of fair-minded employers as well.

First of all, we wish to draw attention to the fact, which may fairly be regarded as significant, that propositions of this sort are never introduced into union shops. Why? Because in the union shop the workmen have the machinery to obtain some sort of fair adjustment of the wage question and are not to be subsidized by a sop to be thrown to them when they are dead.

This group insurance plan says to the wage earners: "If you have been good boys and have worked for me at my prices and conditions for a year or more, I will insure your life free of cost to you while you continue in my employ at the wages and conditions which I shall fix for you without any of your assistance or advice."

The moment a wage earner leaves that employment he ceases to be insured. While he has worked there he has worked at the employer's price, and yet the employer has

nerve enough to tell him that he, the employer, is giving the wage earner life insurance free of charge.

Does the employer really pay for this insurance? Certainly not. His intention is to offer the insurance as a bait by which to lure the employe to work contentedly for him at a low wage scale, so that when the employer has paid the insurance premiums, he has made a net profit on the labor.

Looked at from the short-sighted angle, this may appear to be good business to such employers. An employe may work, for instance, for three to six dollars a week less money and in ten years may have received \$1500 to \$3,000 less in the pay envelope, but can comfort himself with the cheerful reflection that when he is dead his family will cash in \$500.

As a far-sighted business proposition, we submit that this group insurance plan is not a good industrial policy. We think it will appeal to the average fair-minded business man that it is better policy to give the wage earner a fair standard of living. Wage earners will be better satisfied with a more satisfactory pay envelope here and now than with a life insurance policy which at best will only give their family a pittance after they are dead, and which the employer can discontinue any time he sees fit.

Suppose, for instance, the F. Mayer Boot and Shoe Company, or any other concern, carried on this group insurance for a period of five years, and at the end of that time dropped it. If their employes have remained in their employ because of the insurance, then there is five years of their life which they have spent qualifying for an insurance policy which has been taken away from them.

We are quite certain this group plan of insurance is not for the benefit of the wage earners. We doubt, even, if it is for the benefit of employers. It appears to be a good thing for the life insurance company, but is a dubious business for them to be engaged in. This is the first time within our knowledge when a life insurance company of any standing has attempted to intervene between capital and labor in a way calculated to assist the employers and induce the wage earners to forego their right of organization. Before any life insurance company shall deny that this group insurance plan is open to this criticism, let them show instances where employers running union establishments and paying the union scale of wages, have done business with the life in-

surance companies upon the group insurance plan.

Interest in employes, as evidenced by this plan of group insurance, looks decidedly hypocritical. What wage earners want is something in the pay envelope, the right to a comfortable living, and the means wherewith to pay for it. They also want the right and the means to provide for their own future. It would be well if employers would take the matter home to themselves and see how they would like it if their employes would undertake to provide and regulate the future conduct, conveniences and final destination of the employer.

WHAT CAN WE DO FOR THE EMPLOYERS?

The disposition of a few employers to attempt to regulate the private and personal affairs of their employes suggests the thought that wage earners should reciprocate these kindly intentions and attempt to lay out the course of conduct and rules and regulations of life and of hereafter for their beloved employers, in whom they take a deep and abiding interest. The good intentions embodied in this suggestion are not to be questioned because comparatively few employers will accept the suggestions, any more than the good intentions of the employers are to be measured by the fact that few employes adopt their rules and regulations.

In a free country, each man, so far as his personal rights are concerned, is supposed to be equal to every other man. One may possess more property than the other, but the man with the less property may possibly have the most brains, as the one is not an index to the other. The one may not have money enough to use his brains, and the other may not have brains enough to use his money; but they are both men, and one is just as well qualified to offer free and unsought advice as is the other.

Having fairly established the equality of the men so far as their rights are concerned, we may now give a little attention to the welfare of the employer and the suggestions that we as employes would like to make for the benefit of those employers in particular who seek to direct all the activities of their employes while they live, and even the direction they shall go when they die.

First of all we must take up the housing problem of the employers. Recognizing that they are superior beings, we grant their right to houses larger than they need, but

many of them are not as sanitary as we could wish. There are disease-laden curtains, draperies, etc., that ought to be removed so as to promote the health of the employer and his family, which, of course, embraces the sons and heirs presumptive to the royal crown of employer.

Altogether too much rich food is served upon the tables of the employers. They need to get back to the simple life, so that their bodies and minds may be more vigorous and that their descendants may be better able to be successful business men and to regulate the affairs of their employees in turn, so that while they may not pay them any wages in life, they may take out group insurance and hand their families the funeral expenses when they are dead. This is indeed philanthropy that is both right and left handed. If the employers own the property of the community and an employee dies without funds, the death benefit under the group insurance plan will pay for his funeral expenses and save the property of the employers from that much taxation.

Our dependence upon these philanthropic employers is such, and the preservation of their health is so vital to us, that we think they ought to have in connection with their homes more spacious grounds, swimming pools, gymnasiums, flying horses, tennis courts, golf links, or any other means of health-giving exercise that will prolong their life and their usefulness in regulating the affairs of their employees.

There is one bad habit that employers have that should be corrected; namely, the automobile habit. We do not object to their spending the money; nor are particularly offended with the smell of gasoline; but if the employers would walk more and ride less their health would be better and they would be better insurance risks. It is well known that walking is about the most healthful exercise. We know, for we have tried it.

We think also that employers do not carry enough life insurance. We can prove this statement by the life insurance companies, who are just as eager to insure business men for three or four hundred thousand dollars each as they are to insure a group of employees.

We want to do everything that we can to so regulate the affairs of the employer that he may lead a happy existence and thus be good natured at all times in dealing with his business problems, and especially in his relations with his employees.

Of course the suggestions we have outlined herein must be carried out under the management of the employees; for if it is correct in principle that the employer shall manage the private affairs of the employees, it must also be correct in principle that the employees may manage the private affairs of the employers, and we especially believe that all of those employers who believe in meddling with the private affairs of their wage earners should be compulsory participants in this reciprocal philanthropy.

MORE JUDGE-MADE LAW.

The Massachusetts Supreme Court has handed down a decision through Chief Justice Rugg holding that the law passed in Massachusetts in 1914 forbidding judges of the court from issuing injunctions in labor disputes unless it was apparent that irreparable damage would be done, is unconstitutional.

As usual, the decision which nullifies a piece of legislation which organized labor fought for years to obtain, is based upon the rights of the laborer as construed by the court.

The question came up in an equity suit brought by John Bogni et al., Giovanni Perotti et al. Bogni and the other plaintiffs are laborers engaged in the building and members of General Labor Industrial Union 324. This union is affiliated with the Industrial Workers of the World. The defendants were members of another union, the Hod Carriers' Building and Common Laborers' Union 209. This organization is federated with the A. F. of L.

The plaintiffs charged the defendants with conspiring to deprive them of their living unless they joined the defendants' union, and when they asked for an injunction against the defendant the latter declared that their conduct was legal under the statutes above mentioned.

Chief Justice Rugg says in part:

"The words of Section 2 declare unmistakably that the right to labor and to modify contracts to work shall no longer be a property right, so far as that question arises in construing this act. These last four words are not a limitation upon the board enactment that the right to labor and to contract respectively shall not be property, for the right to work, if it cannot be protected as our other rights of property, ceases to have the attributes of other property in all their fullness and ceases to that extent to be property.

"No discussion is required to show that it is beyond the power of the legislature, under constitutions which guard the individual against being deprived of property without the process of law to declare that without any process at all that a well recognized kind of property shall no longer be property. Lawful property cannot be confiscated under the guise of a statute.

"A further effect of the present statute is to deprive the plaintiff of the equal protection of laws. The statutes provides in substance that the property rights to labor of any individual or number of individuals associated together shall not be recognized in equity as property when assailed by a labor combination, unless irreparable damage is about to be committed and that no release by injunction shall be granted save in like cases for which there is no relief in law.

"That a man cannot resort to equity respecting property rights to work in the ordinary case simply because he is a laboring man, and that he cannot have the benefit of an injunction when such remedies are open freely to owners of other kinds of property needs scarcely more than a mere statement to demonstrate that such a man is not guarded in his property rights under the law to the same extent as others.

"If a laborer must stand helpless in a court while others there receive protection respecting the same general subject which is denied to him, it cannot be said with a due regard to the feeling of constitutional guarantee that he is afforded 'equal protection of the law' within the 14th amendment to the constitution of the United States and similar provisions of our constitution."

Chief Justice Rugg goes on to say that the laborer has at least as much right to make contracts for labor as any property owner has rights to make contracts concerning his property. Then he says that if he is not given such protection the laborer will stand on a plane inferior to that of other property owners. He says absolute equality before the law is a fundamental principle of our own constitution and that no obstacle can be thrown in the way of some which are not thrown in the way of others.

In concluding his opinion he says, "Recourse to the law by all alike without partiality or favor, for the vindication of rights or the redress of wrongs is essential to equality before the law."

The statute enacted by the Massachusetts Legislature composed of senators and representatives chosen by the people and signed

by a governor also elected by the people, said there should be no property right in labor; but the court says that the act is unconstitutional and is therefore null and void.

The citizens of Massachusetts each year go to much trouble and expense to elect a legislature and a governor. What is the use of going to all this bother when it is plainly evident that the people cannot make their own laws. If it is a fact that the Supreme Court is the real government, why not abolish the legislature entirely? This would certainly be a move in the direction of economy and efficiency, the two much-used terms that appear to be broad enough to cover everything, including a Supreme Court decision.

ERLANDO'S FARM.

Annianias Erlando has written a letter to the different locals of the United (?) Fraction stating that he will not be a candidate for re-election; that he has served them seven years; and that he wishes to retire to an occupation that has been the hobby of his life.

Newspaper reports say that Erlando has purchased a farm at Mt. Vernon, New Hampshire. Newspaper reports say that the purchase is of recent date. Other reports are to the effect that the purchase was made some two years ago and that Erlando has been preparing for this retirement for some time.

In his letter Erlando says that the desire to follow his new occupation has become stronger than anything else, yet he confesses the same belief in the necessity of forming and continuing the life and activities of the United (?) Fraction that he always had.

We submit that Erlando's letter is not as frank as it might have been. Of course we could not assume to put words in his mouth. Our imagination is not sufficient. Neither are we sufficiently accomplished in prevarication, but we would suggest that a proper letter for Mr. Erlando to have sent might have read something like this:

"'Benighted' Shoe Workers:—

Seven years ago I became your organizer. It matters not how I procured the position; it is sufficient that I seized it and held it. During this time we have been through many hard-fought battles, most of them losers; in fact, nearly all of them losers. During this time there has been great change in our principles, but whenever any

money was raised to fight our losing battles no change was noticeable. We fought in Milwaukee, Portsmouth, Ohio, Cincinnati, Rochester, Brooklyn and many other places, including Haverhill. We fought and we lost.

While our organization did not maintain any treasury or any strike fund, large sums of money were raised by subscription to support these losing battles.

Viewing the matter from a peculiar standpoint, one of the advantages of a losing battle is that there are no permanently kept records of its expenditures. No one knows what these different fights cost. I do not know. I only know that they cost a lot of money.

In the meantime, while the affairs of the organization have not been prudently managed, I have been extremely prudent in my own personal affairs and I have succeeded in accumulating enough so that I am able to buy a farm and retire to it permanently. This much at least has been accomplished by the 'benighted' shoe workers that I have led.

As to my agricultural activities, my first intention is to try to adapt the mushroom spawn principle to the propagation of lies. Given a dark cellar on a New Hampshire farm and I hope to reduce the manufacturing of falsehoods to a science heretofore unknown."

(Signed)

"Annianias."

If Erlando could find it in his heart to write a letter similar to the above, it would no doubt be appreciated by the constituency he is leaving, who are bound to feel some interest in his agricultural ventures.

INDUSTRIAL PREPAREDNESS.

The general trend of thought coupled with preparedness is directed to the implements of war, but not much is said with reference to the more important proposition of industrial preparedness,—one is constructive, while the other is of destructive propensities.

While military and naval preparedness may be essential, the safety and supremacy of a nation devoted to industry will be much more pronounced and the success of a nation in the industrial field will greatly enhance the possibility of adequate defense; therefore, industrial preparedness should take first rank, otherwise military and naval supremacy will be impossible.

The nation wherein large corporations and large employers flourish at the expense of

the citizens whom they employ is in serious danger because patriotism will be confined to those who reap the profits growing out of industries and enterprises which exploit labor and the only defense that such a nation can have is to depend upon the patriotism of the favored few who are willing to contribute a portion of that which has been withheld from labor to meet the expenses of war rather than to offer themselves as a sacrifice to the cause, which must depend upon conscription to send the workers to the front to make food for destructive instruments of war.

To the writer, it appears that our great danger lies in the tendency of this country to deny the right of equality in bargaining power between employer and employe, and to make of labor a commodity which may be used to degrade labor and to enhance the profits of vested interests.

While it is true that substantial headway has been made in recent years to correct this tendency, there still remains many employers who absolutely refuse to recognize the fact that labor has any rights which should be respected, except that of uncomplaining work.

The workers are considered by them as occupying an inferior position and who incur the displeasure of the employer if they assert any right or have anything to say about wages or conditions of labor. Workers who have the courage to join a labor union become a target for persecution through loss of employment in order that other workers may be intimidated and influenced against taking any steps which might result in their placing themselves in a position to bargain for wages, hours and conditions of labor.

A more general tendency upon the part of employers to give full and complete recognition to the right of the workers to organize and negotiate for wages and conditions of labor would be a long step in the direction of preparedness of the most practical kind, so that in the event of a crisis which might lead to war, conscription would not be necessary, but in its place would be natural patriotism growing out of the fact that the citizens would be glad to defend their country wherein all of their rights had been recognized.

It would be a stupendous uprising of the workers in defense of their country whether they were natives or citizens by adoption, wherein they had something at stake to defend, instead of a country wherein a large portion of the citizens had been denied

their natural rights through a system of employment which would penalize those who had any convictions that might appear to be opposed to the interests of the employer.

If, either by law or practice through the force of public opinion, the workers are given full exercise of the right to manage their own business in their own way and in their own interest without the intervention of schemes to chloroform the workers by welfare work and other schemes, no matter how well intended, this nation would take a position so far in advance of other nations as to eliminate any possible danger of invasion from any source.

The financial standing and general prosperity of any nation can be measured accurately by the degree of industrial freedom enjoyed by the producers and by the interpretation of law having a bearing upon this subject.

The so-called radical and unreasoning elements in labor are made so solely from the fact that they have been denied their natural rights and they have not been permitted, either through law or practice, to be made responsible for a fair treatment of the labor question and who must, when denied these rights, assert their resentment through the only channel which their limited education and opportunities permit them to recognize.

Place in the hands of the workers the responsibility of managing their own business free from either well-intended interference or any attempt to dictate that which seems to the employer is best for the workers. In other words, let the employer conduct his business in his own way free from dictation and recognize the right of the employee to conduct his business in his own way equally free from dictation, both sides being held responsible in public opinion for a fair treatment of all questions, gigantic strides will be made in the direction of industrial preparedness and ultimate supremacy in all fields of human endeavor.

BRIEFS.

The Boot and Shoe Workers' Union is a labor organization. It has no other purpose for its existence except to benefit the shoe workers in their employment at making shoes.

Our Union has stuck to its purpose steadfastly, has never wavered nor wandered in to by-paths. It has plugged along persis-

tently for years to build itself up and has succeeded.

High dues, benefits, the absence of assessments, and a sound policy in regard to the Union Stamp and arbitration are the elements which, plus fairly successful administration, have made our Union what it is.

Special emphasis must be laid upon the Union Stamp, which, in the hands of this Union, has been a means of organization and has given to the Union a stability of membership that in itself has been a large factor in the success of the Union.

There have been few changes in the general administration, and this, too, has been a factor in the Union's success. There has been no radical change in policy. Our officers have never deserted the ship.

Erlando started out to revolutionize the conditions of the shoe industry. He is retiring to a farm, while the industry wags along about as though he had never existed. Instead of being a movement for the benefit of the shoe workers, it seems to be a sort of "buy us a farm" movement.

When a large corporation insures the lives of its employees under the group system of the Equitable Life Assurance Society, some lick-spittle arises to say that the "spirit of co-operation between employers and employees was shown in a substantial manner." As a matter of fact, there was no co-operation about. The employer, exercising rights assumed, but not granted by the employees, proceeds to insure the employees' lives at the employees' expense. The money is taken out of their pay envelopes, or withheld from the pay envelopes, as the case may be.

The statement that a prominent life insurance official is looking over large corporations who contemplate the addition of group insurance "for the benefit of their employees" is interesting, to say the least. When a large insurance company and a large corporation get together to hatch up schemes for the benefit of the employees of the corporation it is time for all honest men to seek shelter. Just how far this movement will go remains to be seen. We will predict, however, that it will not be long lived. Sooner or later the wage earners who become involved in it will decide that they had rather have a piece of bread and butter right now than roast turkey in heaven.

.. FRENCH DEPARTMENT ..

GAGES VS. ASSURANCE.

Certaines corporations viennent d'introduire un nouveau procédé consistant à assurer la vie de leurs employés. Nous relevons ce qui suit, à ce propos, d'un journal de Milwaukee, Wisconsin: "Suiwant de près l'exemple d'autres grands manufacturiers de la ville, la compagnie de chaussures F. Mayer annonçait hier qu'elle venait de prendre un groupe de polices d'assurance sur près de quatre cents de ses employés. Ces polices, placées avec la Equitable Life Assurance Society, se montent à \$300,000 ou \$400,000, rangeant de \$500 à \$1,000 chaque.

Les polices seront absolument gratuites pour les employés de la compagnie, et seront accordées sans examen. A part les bénéfices à la mort, les polices renferment l'examen médical à des intervalles réguliers. Tous les employés de la compagnie qui ont travaillé là pendant plus d'une année ont droit à ces polices.

Au nombre des autres compagnies qui ont récemment acquis de l'assurance en groupe, nous voyons la Patton Paint Company, la Chain Belt Company, la Sivyer Steel Casting Company, et la Turner Tanning Branch."

Une lettre-circulaire, se rapportant particulièrement à la compagnie de chaussures F. Mayer, se lit comme suit:

"L'Assurance En Groupe Résout Le Problème."

"La compagnie de chaussures F. Mayer, une des corporations les plus progressives, vient de conclure des arrangements pour assurer la vie de ses employés d'après un plan formulé par la Equitable Life Assurance Society.

"L'esprit de co-opération entre patron et employé a été démontré d'une manière substantielle par la compagnie de chaussures F. Mayer la semaine dernière quand ces manufacturiers présentèrent aux employés mâles à leur service depuis un an ou plus, une police d'assurance du montant de \$500 à \$1,000, d'après la durée de service et le nombre de ceux qui dépendent d'eux.

"Le groupe comprend 300 à 400 employés, avec une assurance se montant de \$300,000 à \$350,000. D'autres employés seront ajoutés de temps à autre. La compagnie elle-même paiera les premiums chaque mois pour démontrer l'intérêt qu'elle porte aux employés et leurs familles. L'assurance est payable au bénéficiaire choisi par l'employé.

"Les employés sont automatiquement acceptés après avoir passé un simple examen de santé et avoir qualifié pour un an de service.

"M. I. G. Dahle, gérant de l'agence, et M. S. H. Hubbard, agent spécial, ont conclu les arrangements avec l'Equitable.

"Le docteur Franklyn C. Wells, directeur médical de la Equitable Life Assurance Society de New York, s'est rendu à Milwaukee mardi, pour prendre en considération le projet de plusieurs corporations importantes qui ont l'intention d'adopter ce plan d'assurance pour leurs employés."

Il y a plusieurs choses dans cette proposition d'assurance en groupe, ainsi-nommée, qui devront occuper l'attention, non seulement de nos membres et autres unionistes de métier mais aussi de tous les patrons qui sont justes.

D'abord, notons le fait, très-significatif, que de telles propositions ne sont jamais introduites dans les établissements unionistes. Pour-quoi? Parce que les employés de ces établissements ont un moyen d'obtenir ce qui est équitable dans la question de gages sans attendre après la mort pour recevoir ce qu'ils désirent avoir.

Ce plan d'assurance en groupe dit aux travailleurs à gages: "Si vous avez été de bons enfants, et si vous avez travaillé pour moi, à mes prix et conditions depuis un an ou plus, j'assurerais votre vie gratuitement aussi longtemps que vous serez mon employé aux prix et conditions que je déciderai sans l'assistance de vos conseils."

L'assurance cesse du moment qu'un employé laisse l'ouvrage. Quand il était au travail ses gages étaient décidés par le patron, qui a l'effronterie de lui dire qu'il lui donne son assurance de vie gratuitement.

Le patron paie-t-il réellement pour cette assurance? Certainement non. Son but est d'affirmer une assurance comme amorce pour attirer l'employé à travailler pour lui à gages peu élevés, de sorte que, quand le patron a payé les premiums d'assurance, il a fait un profit net sur le travail.

Si l'on n'examine pas de trop près, le projet semble être bon pour de tels patrons. Un employé peut travailler, disons, pour trois à six dollars par semaine de moins, et aura perdu, en dix ans, \$1500 à \$3,000; mais il peut se consoler en pensant, qu'après sa mort, sa famille recevra \$500 en argent.

Comme proposition d'affaire, nous croyons que cette assurance en groupe est mauvaise au point de vue industriel. Nous croyons que tout homme d'affaires aux idées équitables comprendra qu'il est préférable d'accorder au travailleur une échelle de gages qui lui permettra de vivre avec aisance. Les travailleurs seront plus satisfaits avec une enveloppe contenant des gages convenables qu'avec une police d'assurance qui assurera à-peine une pitance à leurs familles après leur mort, et que le patron peut discontinuer à sa guise.

Supposons, par exemple, que la compagnie de chaussures F. Mayer, ou toute autre corporation, déciderait d'arrêter cette assurance à l'expiration de cinq années. Si les employés sont demeurés au travail pour cette assurance, il s'en suivra qu'ils auront perdu cinq ans à se qualifier pour une police d'assurance qui leur a été enlevée.

Nous sommes presque certain que cette assurance en groupe n'est d'aucun profit pour le travailleur à gages. Nous doutons même qu'elle soit profitable au patron. C'est une bonne chose pour la compagnie d'assurance sur la vie, mais le système est douteux. C'est la première fois, croyons-nous, qu'une compagnie d'assurance de réputation cherche à intervenir entre le capital et le travail de manière à favoriser les patrons et à induire les travailleurs à gages à sacrifier leur droit de s'organiser. Avant qu'une compagnie d'assurance s'oppose aux objections que nous trouvons au plan précité, qu'on nous présente un exemple d'établissements unionistes accordant des gages d'après l'Union, qui aient jamais fait affaires avec aucune compagnie d'assurance d'après ce plan d'assurance par groupe.

L'intérêt porté aux employés, comme le fait voir ce plan d'assurance, paraît décidément hypocrite. Ce que le travailleur désire, c'est quelque chose dans l'enveloppe, le droit de vivre confortablement, et les moyens d'y parvenir. Il veut aussi avoir le droit et les moyens de se pourvoir pour l'avenir. En renversant l'état des choses nous demanderons si les patrons aimeraient à se voir traités de la sorte par les employés? Nous en doutons.

QUE POUVONS-NOUS FAIRE POUR LES PATRONS?

Les dispositions qu'ont certains patrons de chercher à régler les affaires privées et personnelles de leurs employés suggère la pensée que les travailleurs à gages devraient

rendre le réciproque en traçant une ligne de conduite et en faisant des règlements pour leurs chers patrons qui les intéressent au plus haut degré. Les bonnes intentions renfermées dans cette suggestion ne doivent pas être prises en doute parce que peu de patrons les accepteront, pas plus que les bonnes intentions de ceux-ci peuvent être mesurées par le fait qu'un petit nombre d'employés adoptent leurs règlements.

Dans un pays libre, chaque homme, en ce qui se rapporte à ses droits personnels, est supposé être l'égal d'un autre. L'un peut bien posséder plus que l'autre, mais celui qui possède moins peut fort bien avoir plus d'intelligence, puisque la possession de l'un n'est pas un signe qu'on possède l'autre. L'un peut ne pas avoir assez d'argent pour activer son intelligence, et l'autre ne pas avoir assez d'intelligence pour son argent; mais ce sont des hommes tous deux, et l'un a autant de qualifications que l'autre pour offrir des conseils gratuits à l'autre qui ne les demande pas.

Après avoir établi l'égalité des hommes en ce qui se rapporte à leurs droits, nous pouvons nous occuper un peu du bien-être du patron et des suggestions que nous, comme employés, désirerions faire pour le bénéfice de ces patrons, surtout, qui cherchent à tout diriger dans la vie de l'employé, même à sa mort.

Nous nous occuperons d'abord du problème des demeures des patrons. Reconnaissant que ce sont des êtres supérieurs, nous leur accordons de droit d'avoir des maisons plus spacieuses que le besoin le demande, mais le côté sanitaire n'est pas ce que nous désirerions. Nous y trouvons des rideaux, draperies, etc., chargées de germes, qu'on devrait faire disparaître afin de promouvoir la santé du patron et de sa famille, laquelle, naturellement, comprend les fils et héritiers présomptifs à la couronne royale du patron.

La table du patron est chargée de mets trop riches. L'on devrait retourner à la vie simple, afin de donner plus de vigueur au corps et à l'esprit et rendre les descendants capables de devenir de bons hommes d'affaires qui pourront régulariser, à leur tour, les affaires des employés. Il est vrai que ces employés ne seront pas grassement rémunérés, mais l'assurance en groupe permettra aux familles de payer les dépenses d'inhumation après la mort. Voilà de la philanthropie qui se donne de droite à gauche. Si les patrons jouissent de la propriété d'une association et qu'un employé meurt sans fonds, le bénéfice mortuaire, d'après le plan

de l'assurance en groupe, paiera les frais funéraires et épargnera autant de taxe aux patrons.

Nous dépendons tellement sur ces patrons philanthropiques, et la conservation de leur santé est si vitale pour nous, que nous croyons que des terrains plus spacieux devraient entourer leurs demeures; ils devraient avoir des étangs pour bains, des gymnases, des chevaux tournant, des terrains pour le jeu de tennis et golf, ou autres moyens d'exercice de santé qui prolongera leur vie et continuera leur utilité en régularisant les affaires de leurs employés.

Les patrons ont une manuvaise habitude devrait se corriger; c'est celle d'aller en automobile. Nous n'avons aucune objection à ce qu' ils dépensent l'argent; nous ne nous choquons pas de sentir la gasoline; mais si les patrons marchaient plus et allaient moins en voiture leur santé serait meilleure et ils deviendraient de meilleurs sujets pour les compagnies d'assurance. On sait que marcher est un exercice des plus profitable à la santé. Nous en sommes convaincu, car nous l'avons essayé.

Nous pensons aussi que les patrons n'ont pas assez d'assurance. Nous pouvons prouver cet avancé par les compagnies d'assurance, qui sont aussi bien disposées à assurer les hommes d'affaires pour trois ou quatre cent mille piastres qu' elles le sont pour assurer un groupe d'employés.

Nous voulons faire tout ce que nous pouvons pour que les affaires du patron lui permettent d'avoir une existence heureuse, afin qu' il soit toujours disposé à étudier les différents problèmes qui se présentent, et, surtout, qu' il soit juste dans ses relations avec ses employés.

Naturellement, ces suggestions que nous présentons doivent être dirigées par les employés. Si le principe que les patrons doivent contrôler les affaires privées des employés est juste, il doit en être de même pour les employés qui peuvent contrôler les affaires privées des patrons. Nous croyons surtout que ces patrons qui tiennent tant à se mêler des affaires de leurs employés devraient être participants compulsoires de cette philanthropie réciproque.

LA FERME D'ERLANDO.

Annanias Erlando a écrit une lettre aux différentes locales de la Fraction unie (?) disant qu' il ne sera pas candidat pour réélection; qu' il les a servies pendant sept ans; et qu' il désire se retirer pour s'occuper d'une chose qu' il a désirée toute sa vie

Les journaux rapportent qu' Erlando a fait l'acquisition d'une ferme à Mt. Vernon, New Hampshire. Cette acquisition est de récente date, dit-on. D'autres prétendent que cette ferme fut achetée, il y a deux ans passés, et qu' Erlando se préparait à se retirer depuis quelque temps.

Dans sa lettre Erlando dit que le désir de sa nouvelle occupation est plus fort qu' aucune autre chose. Il confesse pourtant sa croyance dans la nécessité de continuer sa vie d'activités pour la Fraction unie (?).

La lettre d' Erlando n' a pas l'air de franchise qu' elle devrait avoir, croyons-nous. Nous n' assumerions certainement pas de lui mettre les paroles en bouche. Notre imagination n'est pas suffisante. Nous ne sommes pas accomplis dans le métier de prévaricateur, mais nous croyons que la lettre de M. Erlando aurait pu se lire à-peu-près comme suit:

"Ouvriers en chaussures 'obtus':—

Il y a sept ans je devins votre organisateur. Il n'est pas nécessaire de dire comment j' ai eu cette position; qu' il suffise d'assurer que je l' ai saisie et que je l' ai gardée. Durant ce temps nous avons soutenus de rudes luttes. Nous avons perdu la plupart de ces combats; de fait, nous les avons presque tous perdus. Durant ce temps nous avons fait subir de grands changements à nos principes, mais ces changements ne se sont jamais fait sentir quand il s'est agi de prélever de l'argent pour lutter ou perdre. Nous avons combattu à Milwaukee, à Portsmouth, Ohio, Cincinnati, Rochester, Brooklyn et grand nombre d'autres localités, Haverhill inclus. Nous avons combattu et avons perdu.

Quoique notre organisation n' ait eu ni trésor ni fonds de grève, des sommes considérables ont été prélevées par souscription pour soutenir ces luttes qui ont été des défaites.

Si l'on étudie la question à un point de vue particulier, on s'aperçoit qu' un des avantages d'une bataille perdue se trouve dans le fait qu' on ne tient pas de registres permanents des dépenses. Personne connaît l'argent que ces luttes coûtent.

En même temps, tandis que les affaires de l'organisation n'ont pas été gérées avec prudence, j' ai été prudent en ce qui se rapporte à mes affaires personnelles et j' ai réussi à accumuler assez pour me permettre d'acheter une ferme sur laquelle je me retire permanentement. Ceci du moins a été accompli par les ouvriers en chaussures 'obtus' que j' ai conduits.

Quand à mes activités en agriculture, je

me propose d'abord d'adapter le principe de la semence de champignons à la propagation des mensongues. Qu' on me donne une cave noire sur une ferme du New Hampshire et j' espère réduire la manufacture des faussetés à une science auparavant inconnue."

(Signé)

"Annanias."

Si Erlando pouvait réellement écrire une lettre semblable à celle ci-haut publiée, ce serait sans doute apprécié par les constituents qu' il laisse, qui, sans doute, prendront un certain intérêt dans ses entreprises agricoles.

PRÉPARATION INDUSTRIELLE.

L'idée générale de concert avec la préparation se confond avec les outils de guerre, mais on dit peu de choses se rapportant à la plus importante proposition de préparation industrielle,—l'une est constructive, tandis que l'autre est destructive.

Tandis que la préparation militaire et navale peut être essentielle, le salut et la suprématie d'une nation dévouée à l'industrie seront bien plus prononcés et le succès d'une nation dans le champ industriel augmentera grandement la possibilité de défense proportionnelle; conséquemment, la préparation industrielle devrait être au premier rang, autrement la suprématie militaire et navale deviendrait impossible.

La nation chez laquelle progressent de grandes corporations et de gras patrons aux dépends des citoyens qu' ils emploient est en sérieux danger, parce que le patriotisme sera limité à ceux qui recueillent les profits venant d'industries et d'entreprises qui exploitent de travail. La seule défense qu' une telle nation peut avoir est de dépendre sur le patriotisme des quelques fortunés qui consentent à contribuer une partie de ce qui a été retenu du travail pour rencontrer les dépenses de la guerre plutôt que de s'offrir en sacrifice pour la cause qui doit dépendre sur la conscription pour envoyer les travailleurs au front pour servir de chair à canon.

Pour celui qui écrit ces lignes, notre grand danger semble reposer dans la tendance qui pousse ce pays à nier le droit d'égalité dans le pouvoir de conclure un marché entre le patron et l'employé, et à faire du travail une commodité dont on peut se servir pour avilir le travail et augmenter les profits d'intérêts investis.

Il est vrai qu' on est parvenu, durant ces dernières années, à rectifier cette tendance, mais nous connaissons beaucoup de patrons

qui se refusent absolument à reconnaître le fait que le travail a des droits qui doivent être respectés, à part celui de souffrir patiemment.

Ces patrons considèrent le travailleur comme occupant une position inférieure, et se formalisent s'il soutient ses droits, ou a quelque chose à dire à propos de gages ou de conditions laborieuses. Les travailleurs qui ont le courage de faire partie d'une union ouvrière deviennent le point de mire pour la persécution par la perte d'emploi afin d'intimider les autres ouvriers et de les empêcher de prendre les moyens qui pourraient leur permettre de conclure des arrangements se rapportant aux gages, heures, et conditions laborieuses.

Une tendance plus générale de la part des patrons de reconnaître complètement le droit des ouvriers de se syndiquer et de négocier pour leurs gages et conditions laborieuses serait un grand pas vers une préparation des plus pratique, de sorte que si une crise tournait à la guerre, la conscription ne serait pas nécessaire, mais l'on verrait un patriotisme naturel résultant du fait que les citoyens seraient contents de défendre le pays qui aurait reconnu leurs droits.

Les travailleurs se leveraient en masse pour la défense de leur pays, qu' ils soient citoyens de naissance ou d'adoption, parce qu' ils auraient quelque chose à défendre, au lieu d'un pays dans lequel une grande partie des citoyens se sont vus refuser leurs droits naturels au moyen d'un système d'emploi qui punirait ceux qui ont des convictions qui semblent opposés aux intérêts du patron.

Si, soit d'une manière légale ou par la pratique au moyen de la force de l'opinion publique, l'on accorde aux travailleurs la liberté entière de conduire leurs propres affaires comme bon leur semble et pour leurs propres intérêts sans l'intervention de plans pour les chloroformer par des actes de bienfaisance ou autres moyens, quelque soit la bonne intention, cette nation occupera une position supérieure aux autres en ce qui concerne l'élimination d'aucun danger possible d'invasion d'aucune source.

La réputation financière et la prospérité générale d'une nation peuvent se mesurer par le degré de liberté industrielle accordée aux producteurs et par l'interprétation de la loi qui traite du sujet.

L'élément radical deraisonnable ainsi-nommé dans le travail existe pour la simple raison qu' on lui a refusé ses droits naturels, et on n' a pas permis, soit au moyen de la

loi ou de la pratique, que ces travailleurs soient tenus responsables d'un traitement équitable de la question laborieuse. Il est donc naturel que, se voyant refuser leurs droits, ils montrent leur ressentiment au moyen du seul canal que leur éducation et leurs opportunités leur permettent de recon-

Placez entre les mains des travailleurs la responsabilité de diriger leurs propres affaires, libre de toute intervention bien intentionnée ou de toute tentative de dicter à ces ouvriers ce qui paraît être plus avantageux pour eux. En d'autres mots, laissons le patron conduire ses propres affaires à sa guise et accordons à l'employé ce même droit, les deux partis étant tenus responsables du traitement de toutes les questions d'une manière équitable dans l'opinion publique, et l'on s'apercevra que des progrès gigantesques se feront dans la direction de la préparation industrielle et d'une suprématie durable dans les champs du travail.

PETITES NOTES.

L'Union des "Boot and Shoe Workers est une organisation laborieuse. Elle n' a d'autre but pour son existence que de bénéficier les ouvriers en chaussures dans leur propre métier.

Notre Union est demeurée stable dans son but, et n' a jamais dévié du droit chemin. Elle a été persistante depuis des années; elle a réussi à former la plus importante organisation du métier.

Des cotisations élevées, des bénéfices, l'absence de taxes spéciales, et une ligne de conduite saine en ce qui se rapporte au Cachet de l'Union et l'arbitrage sont des éléments qui, avec une administration assez bien réussie, ont fait de notre association ce qu' elle est.

Nous appuyons sur l'importance du Cachet de l'Union, lequel, dans les mains de notre organisation, a été un moyen de la rendre plus puissante de toute manière et de l'établir sur des bases solides.

Nous avons eu peu de changements dans l'administration générale, et c'est une des raisons du succès de notre Union. Il n' y a eu aucun changement radical dans la ligne de conduite. Nos officiers n'ont jamais déserté le navire.

Erlando devait révolutionner les conditions de l'industrie de chaussures. Il se retire sur

une ferme, tandis que l'industrie continue le travail comme s'il n'avait jamais existé. Au lieu d'un mouvement pour le bénéfice des ouvriers en chaussures, cela a été un mouvement de "Achetez-nous une ferme."

Quand une grande corporation assure la vie de ses employés d'après le système en groupe de la "Equitable Life Assurance Society," des échevelés se lèvent pour dire que "l'esprit de co-opération entre patrons et employés a été démontré d'une manière substantielle." Comme question de fait, il n' y a eu aucune co-opération. Le patron, assumant des droits non-accordés par l'employé, assure la vie de celui-ci aux dépens de l'employé. L'argent est enlevé de l'enveloppe, ou retenu, suivant le cas.

Le rapport qu' une importante compagnie d'assurance est en pourparler avec de grandes corporations qui ont l'intention d'ajouter l'assurance en groupe "pour le bénéfice de leurs employés" est intéressant, pour dire le moins. Quand une grande compagnie d'assurance et une importante corporation s'unissent pour trouver des plans pour le bénéfice des employés de la corporation, c'est le temps de se cacher pour tous les hommes honnêtes. Jusqu' où ce mouvement se rendra est une question que l'avenir fera connaître. Nous prédisons, toute fois, que ce mouvement aura courte vie. Tôt ou tard les travailleurs à gages qui se trouvent engagés dans cela viendront à la conclusion qu' il vaut mieux avoir un morceau de pain et de beurre actuellement que du dindon rôti après la mort.

Ou ne parle plus beaucoup des plans de part dans les profits qu' on avait exploités il y a un certain temps. Quelques uns de ces plans avaient pour but la vente d'actions, prenant l'argent du travailleur à gages au lieu de lui en donner. Les plans du "United States Steel and International Harvester" étaient de ce genre. L'idée Ford était d'augmenter l'enveloppe de l'ouvrier en diminuant les forces physiques. Il n'existe qu' un moyen pour obtenir une part plus considérable des bonnes choses de la vie, c'est de s'organiser et de lutter pour avoir ce que l'on désire.

A REAL BIRD.

"A wise old owl lived in an oak,
The more he saw, the less he spoke,
The less he spoke, the more he heard,
Why can't we be like that wise old bird?"

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
W. F. GOLDWAITE, 2 Gilman Place, Haverhill, Mass.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
36	John B. Perry,	Brockton, Mass.
38	John Cronage,	Brockton, Mass.
53	Harry D. Tisdale,	East Weymouth, Mass.
78	Wm. Thompson,	Holbrook, Mass.
100	And. M. Wilson,	Brockton, Mass.
129	Wm. H. Chamberlain,	Whitman, Mass.
133	Robert Schaefer,	Chicago, Ill.
143	Geo. E. Stone, So.	Braintree, Mass.
143	F. C. Bromade, So.	Braintree, Mass.
"0" 154	Rose E. Kelleher,	Brockton, Mass.
205	John J. Hickey,	Lynn, Mass.
233	Thomas Lawrence,	Toronto, Ont.
243	Eva Tichon,	New Bedford, Mass.
270	C. B. Perkins,	Farmington, N. H.
"0" 278	Amede L. Proulx,	Webster, Mass.
"0" 357	Alex. Bisailon,	Bridgewater, Mass.
371	Barton C. Rogers,	North Abington, Mass.
371	Pat. H. Manley,	North Abington, Mass.
444	Frank Lombardo,	Hamilton, Ont.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO JUNE 1, 1916

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name

Firms without a * do not sell through correspondence—only through drummers

FACTORY No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.
- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.

- 48 All Leather Shoe Co., Natick, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Hucksins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.

- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80. Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., So. Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 93 Eli Cohen, Springfield, Mass.
- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton, Mass.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.

- 98 Walnut Shoe Co., Cincinnati, Ohio.
 *99 Marston & Tapley Co., Danvers, Mass.
 100 Stewart-Dawes Shoe Co., Los Angeles.
 *101 Regal Shoe Co., Milford, Mass.
 102 Granger Shoe Co., Haverhill, Mass.
 104 Treadwell Shoe Co., Natick, Mass.
 *105 John Meier Shoe Co., St. Louis, Mo.
 106 Stirling Shoe Co., Providence, R. I.
 109 Moderna Shoe Co., Dallas, Texas.
 *111 Levi Shoe Co., Chicago, Ill.
 *112 Beals & Torrey Shoe Co., Milwaukee.
 *114 Ames Holden McCready, Ltd., Montreal, Que.
 *115 Belleville Shoe Co., Belleville, Ill.
 *116 Brennan Boot and Shoe Co., Natick, Mass.
 117 Pacific Shoe Co., San Francisco, Cal.
 *118 Alden, Walker & Wilde, East Weymouth, Mass.
 119 Reliance Shoe Co., Brockton, Mass.
 121 John Grant Shoe Co., Webster, Mass.
 128 Banner Shoe Co., Montreal, Que.
 129 The Scottsmith Co., Brockton, Mass.
 134 Vermont Shoe Co., Brattleboro, Vt.
 135 James Shoe Co., Dover, N. H.
 138 Wauban Shoe Co., Haverhill, Mass.
 140 Pembroke Shoe Co., Boston, Mass.
 *141 Keith & Pratt, No. Middleboro, Mass.
 144 Weybosset Shoe Co., Providence, R. I.
 145 Bicycle Shoe Co., Brockton, Mass.
 *146 Rice & Hutchins, Inc., Rockland, Mass.
 147 Bradford Mfg. Co., Haverhill, Mass.
 *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
 149 Granite Shoe Co., Holliston, Mass.
 197 The A. B. C. Shoe Co., New York City.
 198 The Locust Shoe Co., Haverhill, Mass.
 199 The James Shoe Co., Haverhill, Mass.
 200 Opel Shoe Co., St. Louis, Mo.
 201 American Shoe Co., Boston, Mass.
 202 International Shoe Co., Montreal, Que.
 203 Standard Shoe Co., Brockton, Mass.
 204 F. C. Richmond Co., Brockton, Mass.
 205 I. T. Specialty Co., No. Stoughton, Mass.
 *206 C. S. Marston, Jr., Haverhill, Mass.
 *207 Gagnon Shoe Co., Webster, Wis.
 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
 *210 J. & T. Bell, Montreal, Que.
 *212 Kelly-Evans Co., Brockton, Mass.
 217 Apex Shoe Co., Montreal, Que.
 219 Domestic Shoe Co., Boston, Mass.
 *220 Nolan-Earl Shoe Co., Petaluma, Cal.
 221 Granite Rock Shoe Co., Buffalo, N. Y.
 223 Richmond Shoe Co., Boston, Mass.
 225 Lewis Shoe Co., Boston, Mass.
 226 N. K. Junior Shoe Co., Jackson, Miss.
 227 Henrietta Shoe Co., Columbus, Ohio.
 229 Peerless Shoe Co., Boston, Mass.
 230 Bob Smart Shoe Co., San Antonio, Tex.
 231 Consolidated Shoe Co., East Weymouth, Mass.
 233 Wauchusett Shoe Co., Natick, Mass.
 234 Washington Shoe Co., Haverhill, Mass.
 235 Chancellor Shoe Co., Richmond, Va.
 236 Berkshire Shoe Co., Pittsfield, Mass.
 238 Globe Shoe Co., Syracuse, N. Y.
 239 Garfield Shoe Co., Chicago, Ill.
 240 Trueluck Shoe Co., St. Louis, Mo.

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- 150 Brockton Shoe Co., Brockton, Mass.
 151 King Welt Shoe Co., New York, N. Y.
 *153 Farmington Shoe Mfg., Dover, N. H.
 *154 Palma Shoe Co., Waupun, Wis.
 155 Asa Herbert Shoe Co., Boston, Mass.
 *158 Condon Bros. & Co., Brockton, Mass.
 *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
 160 Cygolf Shoe Co., Brockton, Mass.
 161 Warwick Shoe Co., Natick, Mass.
 162 Spencer Shoe Co., Boston, Mass.
 *163 John G. Neubauer, San Francisco, Cal.
 164 Warsaw Shoe Co., Boston, Mass.
 *167 Sheldon Bros.' Shoe Co., Natick, Mass.
 168 Levy & Simon, Brooklyn, N. Y.
 *172 C. S. Marshall & Co., Brockton, Mass.
 176 Alpha Shoe Co., Brockton, Mass.
 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
 187 Central Shoe Co., Milford, Mass.
 *191 Royal Shoe Co., Randolph, Mass.
 193 H. O. W. Co., Chicago, Ill.
 194 Ackerman Shoe Co., Boston, Mass.
 195 Monroe Shoe Co., Rochester, N. Y.
 196 Summit Shoe Co., Brockton, Mass.
 241 Dexter Shoe Co., Minneapolis, Minn.
 *243 Eagle Shoe Co., Montreal, Que.
 *244 Nesmith Shoe Co., Brockton, Mass.
 245 Adams Shoe Co., Indianapolis, Ind.
 248 The Southern Shoe Co., Richmond, Va.
 251 Twentieth Century Shoe Co., Webster.
 254 Alliance Shoe Co., New York, N. Y.
 255 Perfecto Shoe Co., New York, N. Y.
 *256 H. H. Brown & Co., North Brookfield, Mass.
 257 Harry C. Brown, Boston, Mass.
 258 Quabaug Shoe Co., No. Brookfield, Mass.
 259 K. B. Shoe Co., Chicago, Ill.
 260 Globe Shoe Co., Portland, Ore.
 263 Raymond, Jones & Co., Boston, Mass.
 264 Crimson Shoe Co., Brockton, Mass.
 *265 F. M. Hoyt Shoe Co., Manchester, N. H.
 266 Adams Shoe Co., Haverhill, Mass.
 269 Orange Shoe Co., Haverhill, Mass.
 270 Mound City Shoe Co., St. Louis, Mo.
 *272 North Lebanon Shoe Factory, Lebanon, Pa.
 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
 274 The Pioneer Shoe House, New York City, N. Y.
 275 M. Germuth & Son, New York, N. Y.

- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira, Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton,
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Malne Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.

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- *309 Flisinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminium Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York,
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton
- *385 Charles A. Eaton Company, Augusta,

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

FACTORY No.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & 'Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *124 North Shore Shoe Co., Salem, Mass.
- *132 W. Bert Lewis Shoe Co., Haverhill
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *160 Cushman & Herbert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., New York, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Maissonneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass.
- *371 Missouri Slipper Co., St. Louis, Mo.

**INSIST UPON HAVING THIS STAMP
ON YOUR WORK
Patronize Union Repair Shops**



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES	PAGE
PRISON CONTRACT LABOR A MENACE	1
THE LION AND THE MOUSE	5
THE REIGN OF LAW	7
THE RISING TIDE OF ORGANIZATION	9
INCONSISTENCY	11
 EDITORIALS	
FOLLY AND ITS REWARD	12
THE MOBERLY INCIDENT	13
ANOTHER SCHEME	14
LABOR WILL NOT BE TIED	15
WHY NOT OUR PLAN	15
COUNTRY FACTORY INDUCEMENTS	17
BRIEFS	18
 FRENCH DEPARTMENT	20
 AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

PRISON CONTRACT LABOR A MENACE

A. E. Holder, Before Senate Committee on Education and Labor

Mr. Chairman, for nine years I have been a witness before the House Committee on Labor and before the Senate Committee on Interstate and Foreign Commerce, and now before this great committee of the Senate listening to the discussions upon this bill.

I want to address myself today first—and I hope without unnecessary interruption until I complete my statement—to the bill itself, because I have observed during the years that have past, to which I have just made reference, that the most of the discussion has been of a superfluous character. It has been a discussion of personal experiences, personal opinions. It has invariably followed the trend of talking to Congressional committees of the Federal Government as to what should be done in the state prisons by local management, and Congressional committees are not necessarily interested in that phase of the subject from a legislative standpoint. There is only one thing in this bill, Mr. Chairman. It is first, last, and all the time circumscribed by being merely an enabling act, giving the freedom of management and experimentation to each state and all the states for the management of their own reformatories, for the reformation of their own prisoners, for the development of all the ideas that may be prevalent among the people of the states, or that may be brought into the state from other states, with the only single purpose in view that unfair competition shall not be continued in a state that is manfully wrestling with this great problem by the dumping of the products of the neighboring state prisons. Now, please, let us remember those two features, and they are all that this bill includes.

Of course, we are always led astray into other tracks. We all have our ideas of

what should be done. Some of us are vain enough even to say that we could do things. I have even made the statement—and I believe it yet—that I could take hold of the most degraded and the most debased of humanity from any color, from any race, from any creed, and I would not care what dregs of humanity were placed in my charge, and I believe in the course of three or four months I could make them self-respecting men and women merely by being kind and firm and helpful. I earnestly believe, Mr. Chairman, that there is a larger number of honest, aspiring, ambitious, well-meaning penologists today than we ever had before, largely because of the fact that public sentiment has been aroused, because society has been exerting its influence upon the political managers of the state, and that has prevented the reappointment of men who have had charge of prisons who merely wanted to have those positions for political or other profits. I rejoice in that development; but it is a very, very slow process, and while gentlemen may appear before this committee who have the highest attributes of honest endeavor from the great states of Michigan and Minnesota, working upon certain systems that they have already adopted in those states, and they are solving the problem in their own way and, according to their light, satisfactorily, yet we must, if we will be honest with ourselves upon this subject, make the open, square confession that this happy situation does not exist in all of the 48 states.

We laborers who come before these committees representing and speaking for the organized working people also speak, Mr. Chairman, for the great unorganized part of the laborers of our land. Ours is the only channel that can give intelligent articulation

to their desires, to their hopes, to their ambitions; our doors are wide open for them to come whenever they feel disposed, and also wide open for them to go if they feel that they do not want to remain with us; but we are fighting, Mr. Chairman, with all of the intelligence, and all of the intensity, and all of the earnestness, and, we believe, all of the honesty with which men can be induced for the betterment of all laborers; aye, we will even go further, Mr. Chairman—even for the safety of the fair employer. We know how difficult it is for the man who has his capital invested, who expects to make a reasonable return, who expects to be able to continue the employment of honest men and women, for him to face the unfair competition of a prison contractor. Although we do not know the investors' thought, because we are laboring people and have not the acquisitive sense, yet we can feel, in part, what an agony of soul it must mean to him to see his market restricted, to see his produce reduced, to see his prices cut, and to see what I have personally found in one small community of the great state of Pennsylvania where chairs were being made, and a few years ago a dollar and a half was paid to the chair makers—a very low wage, but in that small community it met practically the expenses of those who got that dollar and a half; and prison contract labor came along, and that employer's product was reduced, his market was restricted, and he had to do one of two things; either go out of business or reduce the pay of the people that he employed; and the wage came down to \$1.35, and then to \$1.25, then to a dollar a day, and later to 90 cents a day. When I was there, in the month of June, 1909, those same poor people that were left begged and pleaded with me, thinking that because I was an organizer of the great American Federation of Labor I could simply solve all their problems and bring their wages back to a dollar and a half a day.

Now, imagine, gentlemen, if you will, for a moment, and think of the other man's feelings; think of that group of honest workmen who had their little homes there; they had their whole social life in that small community; they did not know anything else of the rest of the world; and think of the honest and fair employer who wanted to maintain his product in quality and think of his agony of soul when he saw his property deteriorated and he had to call in his traveling men; and he had to depend upon what? Merely that small share of

luck that he might be able to still find some work to do. Now, we might multiply those illustrations, but that one, I think, is sufficient. I want to make it emphatic and clear, and it is not exaggerated.

Our particular desire for the enactment of this measure, Mr. Chairman, is for the single purpose of allowing complete, perfect, reasonable, intelligent, home management and home development of prison life.

Our second purpose is to obliterate completely—and I wish the printed word could carry the emphasis of the sound of my voice; I am going to repeat that—to obliterate completely the awful evils that lurk in the contract system, and the worse evils, Mr. Chairman, that exist in the lease system; and while I do not want to indulge in denunciation, I want to at least give vent to this expression and this sentiment—that it is an indictment upon the civilization, upon the education, upon the professed Christianity of the people of these great United States that they will ever allow either one of those two evil systems to exist in any state prison. They ought to be thrown out, root and branch; and we are doing what we can to uproot them, and I will promise you this, Mr. Chairman, that we will never rest as long as this old world turns around until we know that the evils of those two systems have been absolutely taken away. We are making some headway, but it is very slow.

This bill, Mr. Chairman, cost the United States Government almost a million dollars to write. That may be news to you gentlemen. This bill contains 11 lines on one side of the page and three on the other—14 lines of words—and it is the only substantive product of the recommendations of years of investigation by the great industrial commission appointed by the late lamented William McKinley, President of the United States, in the year 1900. One of the members of that commission, Mr. John J. Gardner of New Jersey, was the active champion of this particular measure in the House of Representatives for years. He was chairman of the Committee on Labor. It has passed the House of Representatives I think, four times, starting with 57th or 58th Congress; again, the 59th, the 60th, 61st and 62d. That makes five. I may have made an error as to one of those Congresses, but it passed again last year in the 63d Congress in the House of Representatives, with only three votes against it. On previous occasions it has passed by practically unanimous vote, or at least with no recorded opposition. Ordinarily, the bill has

been sent to the Senate in the closing days of Congress, because the opponents to the bill were always fortunate enough or clever enough to be able to play for time, either by the extension of hearings, or procrastination for the presentation of constitutional argument, if you please; and then have more time to orally present their written briefs, and when the bill has come to the Senate it has usually been referred to the Judiciary Committee. In the year 1907 it went to the Judiciary Committee and was referred to a sub-committee, consisting of Senators Spooner of Wisconsin, Knox of Pennsylvania and Bacon of Georgia. Of course, the congested condition of the calendar and other public business prevented those gentlemen giving it the consideration that they otherwise would have liked to have given it. For these and similar causes we have never been able to get it reported from the Judiciary Committee of the Senate. It has never been referred to this great Committee on Education and Labor before, where it could receive full consideration. It has died in the pigeon holes or in sub-committees of the Judiciary Committee. It was reported out last year by the Senate Committee on Interstate and Foreign Commerce, but it was impossible to get it off the calendar. It was defeated, when it was brought up under the call for unanimous consent, by only one vote. The single vote of Senator Nelson of Minnesota.

We are living in hopes, Mr. Chairman, that this year it is going to be reported from this committee in time and placed upon the calendar, and discussed upon its merits upon the floor of the Senate, and either passed or defeated in a first-class, manly, American fashion. We ask for that. And in case it is defeated we will try again; and in case it is impossible to get it off the calendar we will still try, and we will be knocking at the doors of Congress, Mr. Chairman, until the substance and the principles contained in this bill have become a law in these United States; and while I speak emphatically, I want it to be understood that I am addressing myself with the utmost respect to Congress. Earnest men must talk forcibly or they will not make any impression upon their listeners.

Now, if I may be pardoned for making the reference that I did to, the superficial discussion that has always accompanied this bill, I believe I may as well indulge myself for a moment or two as to what is in my mind in regard to what might be done in the state prisons.

I believe, Mr. Chairman, that the public

conscience of the people of the United States has reached the highest standard today that has ever been known of the public conscience of any people in any nation during the whole history of the world. I believe that you will agree with me that this is the happy situation. Then, that public conscience has this great desire in mind on this question, that it shall so manifest itself in society that we will be able to conduct our social affairs, that we shall be able to conduct our public affairs, that we shall be able to conduct our economic affairs without undue injustice to any living thing.

Of course, that is a high ideal, but if we do not make an effort we will never reach it, and I am optimistic enough to believe, gentlemen, that we are at least making some progress toward that goal. Human nature is so constituted that it commits errors; human society has so protected itself, or attempted to, that it builds places to confine those who have committed those errors. In the past those institutions have been institutions more of refined cruelty than of intelligent management. We are all willing to admit that from the time of old John Howard, when he traveled through the prisons of Europe and electrified the public conscience of the people of Europe with the extraordinary revelations that he gave to the world, there has been some effort at improvement, but we still have things happening in our prisons and reformatories in this great enlightened nation of ours, of the United States, that if we knew all the facts and all the details we would blush for shame to know that they exist. We believe, sir, that with the enactment of this measure as an enabling act the states would be so stimulated instantly that they would be seeking to do the greatest good possible to the greatest number, as quickly as their intelligence could be mobilized; and I would do this: As I said a few moments ago, that I believed that I had the power and the ability to reform the most debased and degraded criminal in a short space of time, and if we made, Mr. Chairman and gentlemen of this committee, an honest, earnest, intelligent effort to make of our prisons real reformatories, if we would pledge ourselves that we would see to it that an incarcerated criminal should never find it necessary to return to crime, oh, what great good we would have accomplished.

If we could make of each discharged criminal—and I believe we could—an evangel, if you please, of justice and honest dealing and uprightness and industry, do you not see that their sphere of influence would

be so extended that they would come in contact with the people with whom they were previously associated, and their influence would be of such a character that the interest would come back to society ten thousand fold? And supposing we take hold of our unfortunate inmates, our brothers and sisters who have made mistakes—and my heart throbs for them—maybe they have never had a chance, and, oh, then, the responsibility is ten times more upon us, if we unduly punish them because of their lack of opportunity; maybe they have made a mistake, maybe some aspiring, intelligent man has attempted to write the name of another man upon a check, or upon a bond in order that he might have more money and more lands; in a moment of mental aberration, if you please, he might have picked a lock and broken into the house of a neighbor, for the sake of trying to get material with which he might profit or with which he expected to improve his existence; but for the poor man and the poor woman who never had a chance, they are the ones for whom we ought to do all that our intelligence permits us to do, to see to it that they shall have a chance, that they shall know that society, in its great wonderful influence, is not inclined to be vindictive, is not inclined to be resentful, has not confined them purely for the purpose of punishment—oh, let us forget that word. Those of you who have raised families—and I presume all of you have—maybe the moment has come, with some little refractory act on the part of a child, that you have spoken crossly, or that you have even shaken the child, or slapped it, and I am willing to make the same confession that probably you can make silently, that you never did that with satisfaction; you always felt as though you wished you had never given that shake or struck that blow, because you imparted into its little heart a resentful attitude. The same thing applies, gentlemen, to society in its great influence over all its members, and I believe that with the passage of this act, as an enabling act, to allow the states to work out their own development, that the public conscience of each state would be so stimulated that it would call into its service the biggest-hearted, the highest-minded, the cleanest-disposed men and women that the state afforded, or that the country afforded, to come in their establishments and teach their criminals reformation.

Now, how shall we do that? Some uninformed speakers and writers have in the past charged organized labor with an effort to maintain convicts in idleness, and we

have tried to do our very best to deny and correct this unjust charge; we have taken advantage of every opportunity that has ever been afforded us to tell the world that we did not believe that the criminal should be kept idle. We are not idle people. We have made our living by the skill of our hands and by the strength of our brawn, and not by the intelligence or the gray matter that we possess, or we would not be workingmen. That carries its own conviction. We want to work ourselves; we want everybody who is physically and mentally able to also have an opportunity to work, and we want employment for prisoners, but, gentlemen, we want diversified employment; we do not want it restricted to one narrow line; we do not want unfit employment for men and women in the prisons of our land, or men particularly to be constantly occupied with women's work, so that they will be made effeminate in the first place, and demoralized in the second, so that when they leave the prison walls they are absolutely useless for the honest, fair employer, and equally useless for their own good.

We would, Mr. Chairman, if we could, and we believe that the happy day is going to come when we will have practical penologists who are also scientifically trained mechanics, men of business capacity, men of wide vision, men who will be able to find out the particular trait that a criminal possesses in a mechanical or a business direction, and then so develop that trait that when the criminal leaves the walls of the prison he can walk out straight and confident and look the whole world clearly in the face and say, "I know now how to do things right. I can make a table—for instance, like this table—or a chandelier like that chandelier, or I can print a bill like this bill, or I can weave cloth like this cloth, I can make shoes, or I can manipulate all the intricacies of machinery, or I can keep books as an expert accountant, or take down notes with the most rapid stenographic skill and transcribe them accurately on the typewriter." Diversify the employment of convicts and give them the chance that this bill affords to well-disposed people to take hold of the prisoners and so reform them mechanically, spiritually, socially and industrially, and in every way that we can possibly imagine, so that when they leave the prison walls there will be no fear on their part and no fear on the part of society that there will ever be any need to have them return.

I thank you for the opportunity of expressing myself on the subject and in favor of this bill.

THE LION AND THE MOUSE

"Mr. Hogg, I am here as a representative of your employes. I am an organizer of labor. Now, sir, will you tell me why you refuse the small increase in pay which they are asking?"

"Because, my dear young lady, they have threatened to organize and force me to pay it; and I will not be dictated to by my employes; and because they are now getting all that I can or will afford to pay them. Competition is sharp and I will not allow them to loot my profits—not for another cent. No; not if I have to starve them into submission and crush these damnable union ideas of theirs."

"You say competition is sharp. Then, sir, why don't you big mill men get together, as you do anyway, and raise the price of your cotton goods a fraction of a cent per yard and give that to your employes? No one in this great country, no true American, would grumble at paying such a little bit more for goods which are already so very, very cheap. The American people would gladly welcome that opportunity to give their mite to such a worthy cause."

"My interfering young friend, I do not need any instructions or advice from you about the running of my business. So run along, now, and don't bother me any more about things you do not understand."

"But, my dear sir, I do understand. It is you who do not understand the wretchedness and misery of their surroundings. I have visited these people, hundreds and thousands of them. I have been one of them, at different times, for reasons of my own, and I will say to you that the desolate hovels that most of them are forced by poverty to live in, are not fit for the abode of animals. You say you will starve them into submission. God knows they are already starving. Starving, and not alone for proper and wholesome food, but for clothing and fuel to keep them and their miserable families from suffering and freezing in the winter. They are starving for education which they cannot get. They are starving for sunshine and recreation necessary to make the American boy an American man, and an American soldier, if you please. They are starving for the rest they need and crave and cannot afford to take. Starving for the care that all the laws of God and

nature demand to mature girlhood and womanhood. Starving for the vitality necessary to bring children into the world, and to be the mothers of this great nation. They are robbed of the chance to produce the greatest of all great human beings on earth: the strong, healthy, free born American citizen. And they are fighting; fighting, oh! so bravely! Wounded, bleeding, starving and freezing, but fighting on and on and on. And against such fearful odds! And you, you whose duty it should be, and is, to brighten their paths and lighten their loads, are going out of your way to make their burdens tenfold harder to bear. You gave them nothing unorganized, and now you want to starve them and crush them because they have threatened to organize. You would take away their only weapon of self-defense—organization—leaving them fighting your great organization single-handed. Fighting a pitiable, uphill fight against degradation, humiliation and starvation. Yes, you give to charity, more's the pity. And whose pockets do you take it from? Whose backs and stomachs and minds and constitutions do you rob in order to give liberally to charity? It is not you who are building these great charitable institutions, these grand hospitals, libraries, etc. It is the miserable underpaid working man, and working woman, and working children groveling in the dust at your feet, who are doing all these things. They are the people who are giving to charity and paying the bills in full: with money and with tears and with blood and with their very lives. We do not want your damnable charity. Charity is an insult, a blow on the cheek of American dignity, honor and independence. Give to your employes what you are wasting on your beautiful charity, and they will buy their own books, pay their own doctors, educate their own children, buy their own Christmas dinners and Christmas toys, and care for their own sick and wounded. They do not want "charity" like a dog collar around their necks; they want the right to live; they want the opportunity to rise above the level of the swine. They know, and God knows, that every time you people give a million for charity you are forcing the state and the nation to spend millions more for almshouses, penitentiaries and insane asylums. You call me a rebel.

Well, John Hancock, and Patrick Henry, and Thomas Jefferson, and George Washington were rebels, and their records and their statues are in the hall of fame. They rebelled against the tyranny of their fatherland and they built the foundation and laid the corner-stone of a nation which should be now the greatest, and richest, and freest on earth. A nation where all men were intended to be equal, regardless of wealth power or position. A nation where capital and labor were intended to stand hand in hand and shoulder to shoulder. But you and your colleagues care nothing for the liberty and freedom of American citizens. Freedom and liberty appeal not to you unless it is for you and yours alone. I wish to God there were fifty million more rebels like myself in this great broad land—not to rebel against this big-hearted and good-natured country; but to rebel against the vampires who are sucking the warm life-blood from her veins; against the human mill-stones hung around her neck, and against the highwaymen and pickpockets who are swiftly and surely robbing her of everything of value she possesses; everything she needs so badly for herself and for her children. Shame! Shame on you! You and your associates in crime; the steel barons, the coal barons, and the rest. You, whose sayings and grand opinions are so eagerly sought by the press and gullible public, you are the men who are crying out for preparedness—preparedness, by a great heroic and patriotic army and navy—you, who are proudly pointed out and honored as America's greatest men and noblest citizens! Shame on you, and shame on the lawyers who do your bidding, and shame on the politicians, and judges, and clergymen who accept your dirty dollars! You ought to be ashamed to look a decent, honest American in the face, you coward!"—James Gorman.

WOMEN TRY SHOP GIRL MENU.

A delegation of women "uplifters" sampled the food in a penny cafe in a department store in Chicago, and have all agreed that low wages are really not to blame for ill-nourished girls. One woman declared she had all a girl needs for only 8 cents and the trouble with the working girl is she "does not know how to choose her foods." These club women cannot understand why working girls are ever hungry and suggest that they be taught the selection of foods by moving pictures.—The Era.

STRATEGIC.

"Fore!" shouted the golfer, ready to play. But the woman on the course paid no attention.

"Fore!" he repeated, with not a bit more effect than the first time.

"Try her with 'Three ninety-eight,'" suggested his partner. "She may be one of those bargain-counter fiends."

A HANDY MAN.

A woman in the country recently advertised in the local papers for a "handy man."

"What I want," she said to the first applicant, "is a man that will do odd jobs about 'Ah,'" said the applicant as he turned away, "it's a husband you're looking for, ma'am."

INDIGNATION.

Who hates not wrongs can love not rights.

Hate seeds from love in rounded souls.

The depths are holy as the heights,

And God is God at all the poles.

Hours knock when choler should not sleep,

But forth with brave unwisdom leap,

Cracking the curbs of all controls.

When Herod whets the murderous blade,

Or Applius chains the weeping maid,

Trust not the ye that holds its shade,

Nor him whose pulse innoxious rolls.

—William R. Fox, for the *Chiricicle*.

CHICKEN PIE.

A hungry customer seated himself at a table in a quick lunch restaurant and ordered a chicken pie. When it arrived he raised the lid, and sat gazing at the contents for a while, says "Everybody's." Finally he called the waiter.

"Look here, Sam," he said, "what did I order?"

"Chicken pie, sah."

"And what have you brought me?"

"Chicken, pie, sah."

"Chicken pie, you black rascal!" the customer replied. "Chicken pie? Why, there's not a piece of chicken in it, and never was."

"Dat's right, boss; dey ain't no chicken in it."

"Then why do they call it chicken pie? I never heard of such a thing."

"Dat's all right, boss. Dey don't have to be no chicken in a chicken pie. Dey ain't no dog in a dog biscuit, is dey?"

THE REIGN OF LAW

A reign of law now dominates the State of Colorado. Freedom of contract is denied the workers of this state. The rule of law, which prevailed in olden times in England, is now in effect in free America. Tyranny, under the guise of law, predominates in place of voluntary institutions. Involuntary servitude has become a reality in Colorado by the enactment of a law which prohibits free workers from giving up their employment until the Industrial Commission of this state has first investigated and rendered its decision. The hands of the workers are completely tied under this law and Colorado has imposed a restraint upon the freedom of its people which every American state has repudiated as a violation of the right of its citizens.

The first decision, rendered by the Colorado State Industrial Commission under this law, followed an investigation which consumed five months of time. For five months the right to strike was denied the organized tailors of Colorado. In the end the commission held that the demand for the tailors was justified. But the award amounted to nothing more than a mere recommendation. Under the law the employing tailors are free to elect whether to accept or reject the award, and if the organized tailors want to have the commission's award put into effect they must now strike every shop where the employer has failed to accept the decision of the commission. In other words, the organized tailors have gained practically nothing. On the contrary, they have seriously compromised and sacrificed their right of freedom of action.

The second decision, rendered by the commission, related to the machinists' union. After an extended hearing the Industrial Commission again found the workers' demands justified. The decision was substantially in favor of the employees. Again the union obtained no practical results. It is now trying to negotiate for the enforcement of the commission's award through the form of a labor contract. Thus far the employers have refused to enter into an agreement whereby the commission's award will be accepted. Indeed, the employers, through their attorney, have declined to accept the award and there is no power in our government other than the power of organized labor to compel these employers to grant

the conditions of work which this commission has found justified. Again we find that the workers have gained nothing by the procedure enforced, but that they have lost by this new regime of industrial legislation.

The third case is that of the brewery workers' union. When the state prohibition law became effective January 1st of this year the Coor Brewery Company began the manufacture of near-beer, malted milk and other non-alcoholic beverages and announced an immediate cut in wages. Wages were cut from 25c to \$1.25 per day, and employees were advised that affiliation with the union was not necessary to retain their employment. Under this law the brewery workers were powerless to resist this wage reduction and resented the disorganization of their trade union. Instead they submitted their complaint to the Industrial Commission and filed the required thirty days' notice of intention to strike. The Industrial Commission then proceeded to "investigate" the complaint of the brewery workers, and in due course of time rendered its award. During all this time the Coor Brewing Company reduced the wages of its employees and arbitrarily forced recalcitrant employees to submit to its dictum or seek employment elsewhere. After thirty days of this form of involuntary servitude the workers were finally granted the freedom to terminate their employment. After having their hands tied for thirty days, while the employer was free to do as he chose, the brewery workers may now "legally" strike, after they have been licked to a frazzle. Thanks to the new industrial reign of law now dominating the State of Colorado.

The most noteworthy instance, however, of "real wage slavery" by legislation is that of the employees of the American Smelting and Refining Company at Leadville, Colo. These workers were unorganized. Most of them are of foreign birth and not familiar with the English language. While the laws of Colorado were unknown to them they unfortunately believed as all free Americans are told, that this is a free country and that you can refuse to work under whatever conditions you see fit. When seven hundred of these employees asked for a fifty cents per day increase and were denied their demands, they gave up their employment. Of

course, no one had ever heard that in this free land of ours an employe did not have the right to ask for an increase of his wage, and if it was denied him that he could not quit work. No one ever thought that a free worker would have to work for less money than he believed himself entitled to. The usual adverse answer of the employers in the past has been, "If you don't like your job, why, quit and get another one more to your liking." It was under this impression and with this conception of freedom that these seven hundred men gave up their employment. But lo, and behold! The State Industrial Commission now steps in and threatens them with dire results if they dare exercise their constitutional right of freedom. These workers are now told that America is no longer "The land of the free and the home of the brave." They are advised that freedom of contract no longer prevails in Colorado. They are informed that the thirteenth amendment to the United States Constitution is intended only to free the black man, but does not free the white man; they are threatened that unless they go back to their jobs immediately each and every one of them will be fined from ten to fifty dollars for every day that they refuse to accept employment at their master's will. When this threat failed in forcing these men into submission, Governor Carlton threatened that unless they went back to work he would use the state militia to drive them to employment at the plants of the Guggenheim Smelting Trust. Remembering Ludlow, feeling keenly the danger of resisting the military arm of the state, and of facing the guns in the hands of reckless and vicious gunmen, these poor workers bowed to submission, humbly returned to their stalls in the plant and for the first time realized that America was no longer a land of the free; that feudalism still reigns supreme in Colorado; that the great American constitution was not a declaration of freedom and of independence, and that the thirteenth amendment to the United States Constitution, intended to prevent slavery, was not for white men.

This industrial law, now forced upon the workers of Colorado, is modeled after a Canadian act written by W. S. Mackenzie King, who is now the industrial agent for John D. Rockefeller. The Canadian act, however, relates solely to public utilities. The Colorado law applies to all public and all private employments as well. Under this law unorganized workers are powerless to protest against their exploitation. The law is just as dangerous and injurious to the organized as to the unorganized workers.

The fact that other features of the Colorado Industrial Commission law have been administered in a manner to win labor's approval is all the more reason for emphasizing that part of it which prohibits men from giving up their employment whenever they so elect. This law is un-American and un-Constitutional. It establishes involuntary servitude, prohibited by the thirteenth amendment to the United States Constitution. It limits and abridges the freedom of contract and is in violation of all principles of liberty, freedom and pursuit of happiness. It is class legislation of the most vicious character and is absolutely at variance with the fourteenth amendment to the United States Constitution. Organized labor is not only justified in disregarding this attempted restriction by law upon its constitutional right to freedom of action and freedom of contract; indeed, it is the patriotic duty of all liberty-loving people to resent by every power in their command this and any other attempt to restrict or limit the freedom and independence of its people.—Matthew Woll.

CANNY COURAGE.

Even when the fighting was hottest, the Colonel of an Irish regiment noticed that one of the privates was following him everywhere, with apparently much devotion.

At length he called the man to him and said:

"You've stuck to me well this day, Private Rooney."

"Yis, sor!" replied Rooney, saluting smartly. "Me ould mother, she sez to me, sez she: 'Patrick, me bhoy, stick to the Colonel and ye'll be all right; then Colonels nivir get hurt.'"

A LARGE FRATERNITY.

"Yes," said the principal of the young ladies' seminary to the proud parent, "you ought to be very happy, my dear sir, to be the father of so large a family, all the members of which appear to be so devoted to one another."

"Large family! Devoted!" gasped the old gentleman, in amazement. "What on earth do you mean, madame?"

"Why, yes, indeed," said the principal, beaming through her glasses. "No fewer than eleven of Edith's brothers have been here this term to take her out, and she tells me she expects the tall one with the blue eyes again tomorrow."

THE RISING TIDE OF ORGANIZATION

It's in the air—a vibrant hope that sees leading into tomorrow a road to better things. It's a contagious something, an infectious spirit of courage and inspiration that extends from the toilers of packing-house towns to those actors behind the foot-lights; from the teachers in the public schools to the yet unorganized workers in the steel plants; from employes and clerks in the Federal Government to miners delving far down in the depths of mines. To highly skilled and unskilled, to those with high standards of living and to those with low, to those of American customs and ideas, to those yet unfamiliar with the traditions and language of our land, there comes the vision thrilling with new opportunities, with the assurance of the attainment of rights and justice.

This thing which brings hope to so many, which points out the road to better things, is that intangible, invincible, powerful, revolutionizing force called organization.

Organization is the way whereby the toilers of all ages have found redress from wrongs and have secured greater opportunities. Organization has been tested and found effective.

There is nothing about organization that belongs to a particular group of workers, to special kinds of works, or to any particular degree of skill or kind of preparation for work.

Organization is a universal principle that has a meaning for those who work with their hands, with their brains, or with both.

Workers of all callings must learn that there are principles of human welfare which are of paramount importance. Conditions of daily work and living will not be in accord with these principles of human welfare unless those workers primarily concerned have some conception of their interests, and are prepared for sustained efforts to realize their ideals.

Organization is only an intelligent attitude toward everyday problems—the fundamental things of life. It is a preparedness for the best development, to take advantage of opportunities that constantly arise, as well as preparedness against exploitation, a narrowing of life's horizon, and a cramping of individuality.

Organization of an economic nature has a meaning for all workers, whether they be ditch-diggers or actors, "wops" exploited by

the steel corporations or teachers by public school institutions. It is fundamental, protective, and secure for workers things which are the foundation for all betterment and progress.

The primary step is to secure leisure. This must be supplemented by increased wages that make leisure a real avenue to better living and self-development and freedom necessary for self-respect. Economic contracts dealing with personal services or labor power are a necessary protection. Human nature and the spirit of the business world are of such a character that all concerned in its affairs must have defensive and aggressive agencies.

Those who work for wages (even wages termed salaries) have the same kind of problems to solve, the same kind of opposition to overcome. Economic organization is the only agency that offers any practical effectiveness. The problem of securing fairer, more just relations between employes and employers is the same regardless of the degree of skill or intellectual attainments necessary for that particular work. Effectiveness in bargaining, power to enforce demands, skill in organizing economic power are the means to secure just compensation and improved conditions under which work is done.

Many who hold themselves aloof from "contamination" with trade unions, who hedge themselves about with "professional" pride, work longer hours and for less pay than do hod carriers and common laborers. Teachers and government clerks need economic organization just as badly as do the most skilled and even the workers in the steel plants and packing houses.

There has been what appears to be a concerted effort by the enemies of the trade-union movement to create the impression that the American Federation of Labor seeks to organize only the so-called skilled workers; quite the reverse is true. Those whose work requires a high degree of skill or special preparation are sure, sooner or later, to recognize the necessity and benefits of organization, and to seek organization on their own initiative. But where less degree of skill is necessary for work, and where standards and conditions are lower, then the A. F. of L. does its hardest work to arouse a desire for organization and to cause opportunities to inaugurate it. But

when the workers once grasp the purpose and possibilities of organization, there has entered into their mentality that which never leaves them, and which changes their whole make-up.

The effectiveness of economic organization does not depend upon any strategic advantage derived from superior skill, but upon skill in organization and in presenting demands.

Because of skill in organization, common laborers now receive higher wages than many government clerks, railroad engineers receive higher pay than many officials in petty banks.

Organization is intelligent self-interest. All who work for wages have much in common. As the captain's lady and Nora O'Grady were sisters "under their skins," so there is a knidred spirit that unites all workers for fundamental interests regardless of superficial distinctions and nomenclature.

There is coming for all workers a better life, a brighter day, through economic organization, for the maintenance of principles of human welfare—an organization which vivifies, democratizes and makes beautiful the world of work and life. —American Federationist.

THE HOUSE UPON THE SAND.

In the Scripture (Matthew vii., 24) we read, in Christ's Sermon on the Mount, the parable of the wise man whose house was founded on the rock, and the foolish man whose house was founded upon the sand, the fall of the latter house being described as occurring when the "rains descended, the floods came and the winds blew."

It is a long time since this parable was used by the Carpenter of Nazareth, and it would seem as though men ought to have learned the folly of founding a house upon the sand before this time, but it seems that the folly still exists with some men, which is the only way one can account for the existence of Independent unions.

In *The Carpenter*, the official magazine of the Brotherhood of Carpenters and Joiners, appeared an article from which we make a quotation which all wage earners who have independent tendencies should read.

"A trade union, or branch thereof that holds aloof from the parent organization or kindred trades, is like a house built on sand. It cannot weather the storms that never fail to strike its vulnerable parts, nor can it withstand the attacks of the invisible enemy ever lurking under ground, and in time it

will tremble and fall. Without a solid foundation and left to its own limited resources, the independent, isolated union becomes an easy prey to the elements which lack neither ammunition nor energy in the efforts to destroy labor organization.

"Yet, unfortunately there are some national trade unions who go it alone, refusing to affiliate, claiming to be strong enough to carry themselves to the goal of fair living, to maintain humane working conditions, decent hours and wages with clearance to provide for a rainy day.

"There are also some unions of mere local character which are proud to be called "Independents," and refuse to affiliate with their national or international organization. Such unions, though they may for a time be successful generally being used as a tool by the employer), will soon find themselves shaken by their very independence, and they totter and fall. And the larger the organization the more terrible the catastrophe will be.

"Let us picture for a moment a house or structure where the different materials it is to be built of would refuse to assemble. What would a brick wall be should the mortar refuse to attach to the brick? Not a substantial wall, I am sure. And what would mortar be if not brought in contact with masonry on account of its adhesive power. A heap of rubbish.

"Supposing the wood, the iron or other materials were to be independent, what kind of a house would result? A meaningless mass. And what would we think of the man who designed such a structure? He would very soon find himself in a padded room as unsafe and dangerous."

To sum up: Whatever is injurious to the labor movement is caused principally by the indifferent workers, and it matters not what causes their indifference—be it laziness, egotism or foolish pride. They are the worst enemies of our movement, its most serious obstacles, that prevent a more speedy progress of the workers. They are greater enemies of the labor movement than the ignorant and the morally degraded workers. —*Leather Workers' Journal*.

COURTEOUS.

"Those people who live in that swell house on the hill aren't a bit stuck up," remarked the butcher.

"Why, I thought they were too proud to notice anybody," said the wife.

"Not a bit of it," replied the butcher. "Every time I call there with my bill they ask me to call again.

INCONSISTENCY

Every once in a while we run up against an individual who claims that he is for the union, but—

And around and about that "but" he hangs all the misconceptions and freak ideas of unions he can find.

They resort to coercion, intimidation, boycott and concerted action in quitting work.

They stop work in a body without giving notice and interfere with the business of the employer.

They demand the same wages for the incompetent as for the competent, and hold the skilled man to the level of the unskilled.

They destroy individuality and make the world a smear of mediocrity.

There is no need to answer those sort of objections when presented by a "friend."

The obvious insincerity of the one who would profess friendship for unions and then get off such drivel is not worth calling attention to.

All that is necessary is to let them talk, and sooner or later they make themselves look foolish.

The last one to express his "friendship" and desire to help by misrepresenting finally said he favored "arbitration before striking," and he told the following story to explain what he meant by "arbitration:"

It seems he ran a drug store in a city of about 200,000.

It was a modest business, returning him a modest income, on which he modestly lived.

A large department store decided to go into the drug business and sell at prices lower than the smaller druggist could.

Whereupon, he and fourteen other druggists "got together" and proceeded to call upon the owner of the department store and "arbitrate."

They "arbitrated" as follows and in the manner described by the aforetime druggist:

They told the department store owner that they were a committee representing over 200 druggists in the city; that each of the 200 druggists had at least ten friends, and that the 2,000 druggists and friends, would refuse to purchase anything at the store of the one who intended to cut prices.

They further informed the department store owner that those 2,000 would do their best to get other thousands to refuse to purchase at his store.

Finally they informed him that he could escape from that attack by selling his stock of drugs to the combined druggists at the wholesale price and quitting the business of selling drugs.

The department store owner quit and sold his stock to the druggists' combination.

The gentleman who told the story was as innocent in telling it as a child.

He really believed that approaching a man with a threat to boycott, destroy his business, and thus compelling him to sell a stock of goods at a loss to competitors was "arbitrating the difficulty."

If the labor union had done as raw, as uncouth, as brutal a thing as that it would have been denounced from every side as an anarchistic combination intent on destruction.

The story is here told to show how utterly nonsensical are most of the objections to organized labor.

And it also shows the readiness of those kind of people to at once, immediately, and right away, resort to the "mailed fist" when their rights are in danger.

Their idea of "arbitration" is equal to that of the Digger Indian, who arbitrates with a club.

The crass impudence of such people in denouncing the labor union for coercion and the use of force and then resorting to these things themselves would be laughable if not so tiresome.

"Justice" is demanded by those sort of folk from all.

But when their ox is gored, justice at once demands that they assault the one doing the goring.

Their objections to organized labor rest upon a misunderstanding of themselves and not organized labor.

The unions are always for peace and never resort to a strike until diplomacy and persuasion fail.

The union's only object in life is to better conditions for that element in society which, if not organized, is doomed to live a life of poverty, misery and degradation.

The unions are not perfect, but then, this is not a perfect world, and no other organization toward peace in a world where all other elements are at war.

Justice can only be rendered when justice is the motive force of the world.

In a world of injustice the unions struggle to institute the reign of justice.—Exchange.

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

FOLLY AND ITS REWARD.

We notice in a shoe trade publication a news item as follows:

"Novel Western Agreement."

"Five hundred employees of the O'Donnell Shoe Company of St. Paul, Minnesota, have signed an agreement whereby they promise not to leave their work at any time without giving the company thirty days' notice.

"Recently the company had the misfortune to have their cutters walk out on them, thus tying up the entire plant for a time. The new agreement makes this impossible and allows ample time for any complaint to be looked into from all sides."

Every little while someone discovers the millennium, and the fact is duly published in the newspapers. We are reminded of the statement we have heard so many times made by labor men engaged in a strike or lockout, to the effect that "if we are defeated, organized labor is doomed." There have been hundreds and thousands of such defeats, yet organized labor continues to flourish and grow stronger.

Likewise, short solutions of the labor problem are advocated, but still the labor problem continues. There are "get rich quick" promoters in the field of labor as well as in the field of capital, and the opportunities offered by these false prophets of labor contain fully as large a percentage of wind and water as do those offered by the fake promoters in the field of capital.

Just as suckers are always found to invest their hard-earned money in beautifully engraved pieces of paper, so are working men found in more or less numbers gullible enough to invest their time and money in the glittering generalities offered by those who perhaps wish a few months' employment with which to obtain the means to buy a farm.

The O'Donnell Shoe Company case is a case in point. The cutters were led out on strike by the foolish faction. Whether the strike had any logical basis or not, they were bound to lose, because there was nothing behind them but wind. The result was that the entire factory suffered some interruption of work and the other employees lost wages. Therefore, the whole shop's crew was more or less susceptible to the thirty-day contract which the firm proposed.

Thus, an injudicious strike, injudicious if for no other reason than that there were no sinews of war behind it, resulted not only in defeat, but in the imposing of a contract condition upon all the employees of the factory designed and intended to prevent any similar occurrence in the future. Instead of accomplishing anything for the benefit of the employees, the result is the other extreme of tying their hands by the thirty-day clause. And this is the millennium that the shoe trade paper has discovered. The labor problem has been solved in St. Paul.

This incident suggested the title, "Folly and its Reward." Please do not misunderstand; we are not referring entirely to the folly of the strike, but the folly of the employer. The reward does not refer to the punishment meted out by the employer for the strike, but rather to the punishment that may be meted out to the employer for the folly of attempting to solve the labor problem by such a contract.

First of all, let us correct the esteemed shoe trade journal. The agreement is not novel, but has existed a hundred times in shoe factories in different parts of the country, some of them at least, fully twenty-five years ago, so they are really going back into ancient history.

It is true that the men promise not to leave their work without giving the firm thirty days' notice. Does the firm promise not to discharge anyone without thirty days notice? If not, the contract is not mutual and can hardly hold in law.

The shoe trade publication says that this new (?) agreement makes another strike impossible. This is, to say the least, a rather unwarranted assumption. We have known of similar instances in which such agreements were signed and which the signers repudiated and walked out in a body,

notwithstanding the agreements, even though a cash penalty was involved.

We venture the statement that out of all the shoe factories that have ever introduced this old-time "iron-clad" contract, as far back as the Worcester County lockout in 1887, and farther back, and there have probably been hundreds of them, there is probably not a dozen shoe factories in the United States today where such agreements are in force.

Many shoe concerns that sought to solve the labor problem in this way have disappeared; others will follow them. Meanwhile every so often we must expect some enterprising newspaper man to hail the ancient "iron-clad" agreement as a new solution of the labor problem.

THE MOBERLY INCIDENT.

At Moberly, Missouri, there is a factory of the Brown Shoe Company of St. Louis, the employes of which have been repeatedly asked and invited to join this union. Recently they became engaged in some difficulty, and after getting into trouble, then the employes generally signed a petition for a charter in this organization. We declined to issue the charter and to inherit the trouble, of which our organization had no voice in the making. Thereupon, an organizer of the foolish faction visited Moberly and both figuratively and literally scooped them in. From the point of view of the organizer of the foolish faction, it was a very neat scoop. He got several hundred promissory members and a few sorely needed dollars. And then there was a settlement (?) made. The management found that someone who had been discharged was unjustly discharged, or unwisely discharged, and the employe being returned to work, everything is lovely.

Now, we are not expressing any opinion as to the merits of the cause of these shoe workers. Perhaps they were justified. Our point is that they would not organize until after they got into trouble, and we make the further point that this organization cannot afford to chase after the troubles of shoemakers that will not identify themselves with this organization until they get into trouble.

Years and years ago we used to do that; then, when an unorganized shop's crew went out on strike and sent for us, we took the next train. It was the only way we had of getting membership and we used to call the bosses our best organizers, and depend upon them, through their oppression, to force shoemakers to join the union.

But in the course of years we found that the shoemakers who would only join us when the bosses cut their wages or abused them in some way, would leave us as soon as they obtained a temporary settlement. It was only after we adopted high dues and benefits and became a financial organization that we commenced to build a permanent membership, and in these latter years, when our organization has become solid, substantial and efficient, we have not been in the habit of rushing off at a moment's notice to inherit the troubles of shoemakers who have not been willing to make common cause with us.

We have not been willing to place the treasury of our members behind shoe workers who have not paid a cent into it; we have not been willing to risk the money and reputation of the organization which our members have struggled so hard to build up in backing the fights of these raw recruits who have not been willing to do a single thing for the organization whose support they ask.

Make no mistake; we want all shoe workers to join the Boot and Shoe Workers' Union; but, we want them to come in fair weather as an evidence that they will stick in bad weather. It does not matter to us that the shoe workers of Moberly joined the foolish faction. We know they will not stay there. We have been all over that ground twenty years ago.

We say the same thing to the employers. Any employer who is not willing to adopt the union stamp and arbitration until he first gets into a labor difficulty, cannot have the union stamp and arbitration; at least not until he straightens out his own mess. We have in mind quite a number of shoe manufacturing concerns that have come to us in their hour of trouble and offered to sign our contract, but we were obliged to decline. Later they would get their trouble fixed up somehow, and then go on trying to run a non-union shop. Still later they would get into trouble again and come to us, when we would again be obliged to decline.

Occasionally there is a concern that sees that the time to shingle the house is in fair weather, so that the roof will be tight when it rains. In such a case we sign a contract, with usually mutually beneficial results.

The Moberly incident serves to illustrate not only the policy of this Union toward shoe workers and toward shoe manufacturers, but it also serves to illustrate how both shoe workers and shoe manufacturers

procrastinate and postpone doing the thing that they ought to do, which leads them in to doing things that they ought not to do and which are detrimental to their best interests.

ANOTHER SCHEME.

The firm of A. G. Walton & Company operate factories in Chelsea, Mass., and Derry, N. H. They are also reported to be starting another large factory in Lawrence, Mass. There has been more or less labor troubles within the last few years at the Chelsea plant, which is their No. 1, or main plant.

Recently there has been another strike in the Chelsea plant and here is another instance where this organization was invited to step in and inherit a strike, which we declined to do, though we should have welcomed these shoe workers as members had they been willing to join this organization before they went out on strike. Our position is that every shoe worker ought to be a member of this organization as a matter of duty and self-interest, but for a shoe worker to say, "I am out on strike; if you will fight and finance my battle, I will join your union," betrays a lack of a sense of duty on the part of the shoe worker and a lack of respect for the organization and for thousands upon thousands of shoe workers who have built up that organization through their united efforts.

Unlike the Moberly shoe workers, these Chelsea shoe workers have had a taste of the foolish faction and have no more appetite for the same; therefore, they did not send for a foolish organizer, but remained out on their own hook.

Subsequently, the following announcement was made by A. G. Walton & Company:—

Notice.

As evidence of its good faith and desire to co-operate in every reasonable way with employees, this Company makes the following announcement:

"We will pay a bonus, August 1, 1916, to all employees who on that date have been on the payroll since January 1, 1916. The bonus will be 5 per cent of the total wages earned in the six months ending June 30, 1916. Furthermore we agree to pay a similar bonus on February 1, 1917, for the six months ending December 31, 1916."

The factory will be open for work Monday, May 15th, as usual.

It is earnestly hoped that all employees will be in their places to show their appreciation and acceptance of this offer, which is the utmost that the Company can afford to give.

If enough employees report for work, the machinery will be started. But if there are not enough loyal employees to justify running, No. 1 Factory will be closed indefinitely.

A. G. WALTON & CO.

Further than this we cannot go except by arbitration after a general return to work.

Now, we do not wish to say anything sarcastic or disrespectful of A. G. Walton & Co. In issuing the above notice they no doubt felt that they were doing the best thing they could do under the circumstances; but we think that a fair analysis of the notice shows that the firm is willing to pay five per cent more wages for permanent employees. That is to say, if an employee remains in their employ during the six months' period, he will receive five per cent more wages. If we wished to be unfair, we might say that this was a confession that their payroll was at least five per cent too low.

Farther on the notice states that this is the utmost that the company can afford to give, but in the postscript they say: "Further than this we cannot go except by arbitration after a general return to work," so it seems that beyond the five per cent they were willing to arbitrate.

It was also stated that if enough employees report for work the factory would be started. Otherwise the factory would be closed indefinitely. Here was an element of force. "Either accept our proposition of a five per cent bonus for employees of six months' standing at the end of the six months' period, or the factory will close indefinitely."

Please note that if an employee who is in the employ of A. G. Walton & Co. July 1st, leaves that employ December 20th, he does not get any five per cent bonus. The employee has to stick by A. G. Walton & Co. to get the extra five per cent, and for all the employee knows he may be discharged by the firm without his consent.

Now, we believe that the logical thing for A. G. Walton & Co. and their employees to do is to become parties to our arbitration and Union Stamp contract. If the employees are entitled to anything, they are entitled to it for the work as they do it, and not as a bonus for a one-sided agreement or understanding that they will remain six months from any given period. Possibly they may be entitled to more than five per cent, which A. G. Walton & Co. say in their notice they are willing to arbitrate.

Now, we are not going to question the sincerity of the notice issued by A. G. Walton & Co. We are going to assume that it means exactly what it says; but if it does

so mean, why does not A. G. Walton & Co. adopt our arbitration Union Stamp contract, pay a straight five per cent advance in wages, rely upon our contract as an assurance of future peace, and let future disagreements of all kinds be settled by arbitration under that contract, which is a form of settlement they seem to favor in their postscript.

There is no question but what our contract offers more peaceful relations than have existed between A. G. Walton & Co. and their employes. It offers better assurance of conducting business without interruption to production or to wages, and we believe our Union Stamp and arbitration contract will produce better results for A. G. Walton & Co. and their employes than the notice quoted herein, and the scheme it outlines.

LABOR WILL NOT BE TIED.

Various plans have been devised from time to time trying to insure peaceful relations between capital and labor. Numerous persons are trying to find a solution of the labor problem. Some try to do it by profit sharing or bonus systems; others try to do it by iron-clad contract; others try to do it by welfare schemes, and still others try to do it by legislation.

For quite a number of years there have been various attempts made to enact laws providing for compulsory arbitration of industrial disputes. The effort has been to use the police power of the state to compel both employing corporations and their employes to continue their activities regardless of any differences they may have as to wages or conditions of work.

There are two fundamental troubles with this plan. In the first place, every man feels that his labor is his own property and no one, not even the state, can force him to part with it, for that would be involuntary servitude, or slavery. Therefore a law compelling a man to work, to every man who is not a criminal or convict, is extremely repugnant.

In the second place, under any specified form of compulsory arbitration law, the employer is in a position of commanding advantage. He hires the man and pays the wages; he also establishes the working conditions. He has the right to hire and discharge, and he can use that power to discriminate against any employes who are not amenable to any new regulations or working conditions he may wish to introduce.

Compulsory arbitration, therefore, amounts

to an effort to compel the worker to labor whether he wishes to or not, and under conditions in which he has no voice. If a man has a quart of beans to sell and does not like the price or terms of payment offered by a possible customer, he refuses to sell the beans. But, under the compulsory arbitration statutes, it is contemplated that man, the image of his Creator, shall be compelled to sell his labor power whether he wants to or not. The comparison is ridiculous.

The Dominion of Canada has adopted the compulsory idea to quite an extent, particularly as applied to public service corporations; but a recent occurrence shows that no law can be made strong enough to tie the hands of labor.

The street railway employes of Hull, in the Province of Quebec, have been for a considerable time asking for better wages and working conditions. The company pursued dilatory tactics and referred them to the statute. Finally, the employes repudiated the statute on the grounds that the company would not be obliged to abide by any award, and notified the company that if their demands were not agreed to within 48 hours they would go on strike and tie up the system. Whereupon the company signed an agreement recognizing the union and granting the increased wages and improved working conditions.

This is another instance going to show that there is no known method of tying the hands of labor, except such reasonable restriction on both sides as may come from a mutual agreement in which the principle of collective bargaining is recognized and expressed in a trade agreement between the employer upon the one side and the union upon the other, under the terms of which each respects the rights of the other and a method of settlement of all its differences of opinion is provided.

WHY NOT OUR PLAN?

In this issue of the Journal we have a symposium of the different schemes resorted to by employers in the effort to keep their factories free from labor organizations. It is a case of employers trying to run non-union shops and not meeting with unqualified success.

Let us be frank. We admit that if an employer can operate a non-union shop and have no trouble or friction of any kind, it will be financially profitable to him; that is, assuming, of course, that he can operate the factory at a low wage scale, which would be his only inducement to run a non-union shop.

We fancy some employer may take exceptions to this statement and may say that he has no objections to paying the highest wages, but that there is an important principle at stake; that he feels that his employes must be free to belong to a labor union or not to belong, as they see fit, and that he is willing to pay more than the union scale of wages, but insists that his factory shall be a non-union shop.

If any concern employing over a hundred men in any shoe factory wishes to take this attitude, we hereby challenge them to make a comparison of their wages, paid to their individual employes with wages that we shall produce as paid in Union Stamp factories.

Now, all you employers who attempt to run non-union shops from principle, and who are willing to pay the highest wages, please accept this challenge; otherwise we will assume that your object in running non-union shops, is to make shoes cheaply.

We repeat, we have admitted that if a shoe manufacturer can run a non-union shop at a low wage scale and have no friction or trouble of any kind, it will be profitable to him; probably not altogether to the employes, but profitable to the employer.

If, to avoid friction, he has to keep spending large sums of money every little while, or if, in his effort to run a non-union shop, he has frequent labor troubles, all sums so spent, plus the cost and losses due to interruptions of the work, should be added to his payroll to see what his labor has actually cost him.

We have in mind one concern in Chelsea, Mass., that has had quite a considerable number of labor troubles within the last eight years. We believe that if the sum so spent and so lost had been added to the payroll at points where it was most needed, if the factory had been working under our arbitration contract, there would have been possible savings of this amount and the business would not have suffered from long interruptions.

In other instances we have known of single strikes costing a concern as high as \$200,000 in money, saying nothing about further loss through impaired relations with their customers for non-delivery of goods and for inferior productions due to breaking in green help.

There are a great many instances of this kind, some of them repeated several times, or many times. Some concerns have a scrap of this kind every year or several times a year, and still they think they are smart in running non-union shops and getting their work done cheap.

There are concerns that do not seem to know how to figure their labor cost. They make figures one way and the cost comes out another way. Why not pay the cost of all this in wages and avoid the trouble? Isn't it better to pay labor and have contented employes than to pay policemen, detectives, lawyers and green help?

Our Union Stamp and arbitration contract is an insurance policy. The increased wages paid by concerns using the Union Stamp is the premium they pay for the industrial insurance they get. The dues paid by the employes is the premium they pay for the sick and death insurance they get, for the industrial insurance they get, and for the improvement in wages and working conditions that they get.

It is an insurance policy that benefits all parties. It is an insurance policy in which there are no losses, but only gains.

We know of whole communities of shoe factories that have been spending barrels of money trying to operate non-union shops successfully. Gradually it is becoming apparent to them that it is possible they may be mistaken.

Not long ago a manufacturer of shoes in a community of that type said to the writer that the shoemakers in that town had never won a strike. We will not dispute the gentlemen, but we want to say that the manufacturers in that city have spent a great many thousands of dollars licking shoemakers who were out on strike. They have lost a great many more thousands of dollars in interruptions to their business, and during all these years the labor problem has always been with them and they have been temporizing with it in one way or another; conceding here, fighting there, and worrying all the time.

Instances of this kind can be multiplied. It is not possible, within the limits of this publication, to enumerate the cases that might be cited. We think, however, if the different manufacturers of shoes would figure up the total cost of their efforts to operate non-union shops, not the estimated cost, but the actual cost, many of them would abandon the unequal struggle which transgresses the rights of other men, and would adopt our arbitration and Union Stamp contract as a greater measure of securing the rights and interests of all concerned. Gentlemen, you have been fooling with every subterfuge under the sun. Why not try our plan?

COUNTRY FACTORY INDUCEMENTS.

The shoe manufacturing industry has been peculiarly subject to country factory inducements for reasons that are quite apparent, and some of which we will mention.

The shoe manufacturing business is one that can be easily moved; that is to say, in a comparative sense. The machinery comprises a large number of units, none of which are very heavy as machinery goes. There is no need of permanent construction about the equipment of a shoe factory.

There are difficulties, of course, in moving the shoe factory, such as the suspension of business, the beraking in of more or less new help, and welding the factory organization together again, but these difficulties are small compared with some other industries containing very large and heavy units of permanent construction and calling for the employment of large numbers of extremely skilled mechanics.

One thing that helps to make the shoe business extremely mobile is the fact that shoe machinery service is available anywhere and everywhere. If a manufacturer wishes to move, and decides upon moving, he is assisted to move. Agents of the machinery company usually help him take down his machinery and set it up again in the new location. Also they assist him to teach help, as they are obligated to do by the terms of the leases. This is not a new condition, but has existed as long as the writer can remember. There was a time when New England felt that the shoe business was peculiarly her own, and Massachusetts in particular felt that the shoe manufacturing industry was the property of the commonwealth. But the shoe business has spread out over the country, in some cases due to enterprise, or geographical considerations, and in other cases due to special inducements offered by country communities for the location of shoe factories in their town.

Whenever a shoe factory moves a portion of its business from a shoe manufacturing community to a country town, or locates a new factory there, there is always a certain amount of criticism in the shoe manufacturing community suffering that business loss. But, in the melee of criticism, one fact is usually lost sight of; that is, the inducements that these country towns offer for the location of new manufacturing enterprises in their midst.

It is not an infrequent occurrence for a country town desiring a shoe factory to locate there, to build a factory, complete, with

power plant, and give the firm a warrantee deed of it. In some instances they go farther and exempt the firm from taxes for a period of ten years. Other instances have been known in which substantial sums of money were given as a bonus in addition to the factory real estate and taxes.

In one instance a country town presented a shoe concern with a warrantee deed of a new factory run by water power. Two years later another community offered the same concern free use of a modern factory, with \$25,000 bonus, whereupon the concern moved. The citizens of the first community hired the factory which they had built and given away, so another concern could do business. Two years later the first concern refused to let their factory any longer, and the citizens dipped down in their pockets again and built another factory.

In another instance known to the writer a shoe manufacturing concern was using a large factory built by the citizens and owned by them, but there was no lease. A labor trouble broke out and the shoe concern said that unless the trouble was promptly suppressed the concern would leave the town. In a panic the business men, who were dependent upon the factory which they had built being occupied, moved heaven and earth to suppress the labor trouble and keep the business.

We have before us a copy of an agreement by which the citizens of a certain community furnish a large shoe concern with a piece of land connected with city water and sewer, with streets and sidewalks constructed, spur track and everything included, together with \$40,000 in cash for a building and further, to pay all taxes for a period of five years.

The shoe concern in return agreed to conduct business continuously for a period of ten years except they be interfered with by strikes, fire, or other causes beyond their control. Here is an instance where the community furnishing the factory as an inducement has a direct interest in trying to avoid or subdue strikes. Yet strikes have occurred in this and similar factories.

Not all of these country factories have been successful by any means, but some of them have been and the inducements are still offered. When a shoe town is threatened with the loss of business, it is well to consider these inducements and to see in what way they can be counteracted. Where the country town will exempt a new concern from taxation, or raise the money by public subscription to pay the taxes with, which amounts to the same thing, it is said

that some shoe manufacturing communities tax shoe concerns quite heavily.

Often very inefficient local government is responsible for an extremely high tax rate which bears heavily upon all the inhabitants, both the worker at the bench, who pays the tax in the form of rent for his tenement, and the employer, who pays taxes on real estate, machinery and merchandise.

It is not an easy problem, but it is one for boards of trade and chambers of commerce to consider as to how and in what way they can meet the inducements offered by the rural communities.

BRIEFS.

The world is full of those who wish to reform other people according to their own ideas.

Singularly enough, those who wish to remake other people, do not relish the idea of having other people remodel them.

Each person seems to have an idea that he wants to be boss of his own affairs, and of those of others as well.

We will make distinct progress if we have it distinctly understood that each individual or group has its own rights that others are bound to respect.

In respecting the rights of others, we will find the fullest enjoyment of our own rights and liberties.

When wage earners organize to strike and undertake to enforce their will upon the employer without regard to his rights, they may gain for a time, but they are sure to lose in the long run.

Likewise, when the employer undertakes to handle the labor question by suppressing the rights of the worker and forcing arbitrary agreements one-sided in language and oppressive in design; he, too, may succeed for a time, but he will fail in the end.

Neither of these plans, or rather schemes, is tolerant of the other side; therefore, neither is broad enough to endure, and the history of shoe manufacturing shows that these schemes have been of short life. Having been tried in many communities, they have survived in few.

Our Union Stamp and Arbitration Contract recognizes the rights of both sides. It removes the incentive for either side to take advantage of the necessities of the other; it is fair to both. It has existed for eighteen years with an increasing following, strength and reputation. No lop-sided arrangement for the suppression of the rights of either side has existed for any such period in the history of shoe manufacturing.

The condition of the shoe workers has improved under our Union Stamp and Arbitration agreement. They have a method provided to consider and adjust any differences that may arise; they lose no time through strikes or lockouts; they suffer no defeats; every change is a net gain.

The manufacturer using our Union Stamp is insured against interrupted production, from strikes and lockouts. He pays for this insurance by making the collective bargain by which he agrees in advance to mutually adjust or to arbitrate any dispute that arises, and he knows it will cost him money, but if he is far sighted, he may wisely conclude that it will cost him less money than an impossible attempt to run a non-union shop, give him better employees and a better opportunity for business success.

Our Union Stamp, used under its arbitration contract, signifies first of all the product of wage earners in the great labor movement, and therefore entitled to the patronage of all others in the labor movement. Therefore, it represents selling power to help sell the goods and give the factory and its workers more weeks' work in a year, in addition to uninterrupted production.

Why is it that we have representative shoe manufacturing concerns who have been working under our Union Stamp Arbitration Contract for a dozen years or more and have no thought of abandoning the same, while other concerns keep on spending their money on the non-union shop idea? Is it because the latter have not arrived at a true conception of their labor cost? Are these men so much smarter than the others who have been broad enough to recognize our organization? We do not think that the men and the concerns represented on our list of Union Stamp factories will suffer, mentally or financially, by comparison with those who are not on that list.

We have talked with able and broad-minded men representing shoe concerns that are not on our list of Union Stamp factories. Some of them are conducting non-union shops, not because they are obsessed with the non-union shop idea, not because they are opposed to labor, but because they have not reached the point of adopting our Union Stamp Arbitration Contract. Such men freely say our plan is the best, most equitable and most enduring of anything they have ever seen. Yet they keep on postponing the adoption of it until some trouble arises and they cannot adopt it. After the trouble passes over they keep on postponing until more trouble follows. Why procrastinate, gentlemen? In twenty years you have not found a better plan. Why not adopt ours?

EMPLOYMENT GUARANTEE.

By Wm. Kingsbury.

With a six-hour day an assured fact in the near future throughout the building trades and the accomplishment of a four and five dollar minimum wage in some industries, it is time organized labor took into serious consideration the framing of clear and strong measures to compel the industrial system to provide employment for everyone desiring it, so that no longer shall men and women be obliged to accept \$2.50, \$2.00 and \$1.50 for a day's work, or for lack of opportunity subsist without the meanest kind of a job.

It is time that we dealt with this subject in earnest, passed resolutions upon it and embodied in our constitution a definite policy of "Unemployment Insurance," or, as it might better be distinguished, an Employment Guarantee to Organized Labor.

Unemployment is rapidly becoming the cancer of the human race, a cancer of huge proportions and frightful suffering. In a vague way we all understand its existence, but only those who are stricken know its full depth.

High-powered, sped-up machinery has supplied all demands. All superfluous hands are laid off. Some go home to an empty room, others to a family. Days stretch into weeks, weeks into months—no work!

The last dollar is spent. Rent has to be paid. The grocers' and butchers' credit is exhausted. Still there are two, three, four children to be fed. How are you going to do it? "Go and get work!" There is no work.

Endure this for a week or two, then go and beg and live on charity until work becomes plentiful again. Live through this once and you know the meaning of unem-

ployment. Let one hundred, one thousand, no millions of these be thrown on the labor market and it becomes some club to be used by organized capital against organized labor.

This winter the country is again swept by the annual tide of unemployment which returns in greater volume every year, with the improvement of machinery and concentration of the circulating wealth in the hands of a few.

LINCOLN'S PHILOSOPHY.

Abraham Lincoln once said: "I do the very best I know how—the very best I can; and I mean to keep doing so until the end. If the end brings me out all right, what is said against me won't amount to anything. If the end brings me out wrong, ten angels swearing that I was right would make no difference." Wise philosopher was he.—Garment.

PERHAPS.

When cows fall ill the government proceeds
to take alarm

And sends a veterinarian to sanitize the
farm

The cow herself is put to bed and plied with
drugs and pills,

And Uncle Sam comes forward, when she's
cured, to pay the bills.

But when a baby falls in need of medicine
and care,

The government contends that that is none
of its affair.

When pigs and lambs are threatened by a
deadly pestilence

Their tender lives are guarded at the govern-
ment's expense.

They're coddled, nursed and dieted until
there're well and fat,

And never reckon of the cost—for Uncle Sam
pays that.

But when an epidemic marks the babies for
its own,

The government, untroubled, lets them fight
it out alone.

Some day, perhaps, when all the pork has
lavishly been passed,

When every scrap of patronage is handed
out at last,

When all our noble congressmen have got all
they desire,

And have attained whatever heights to which
they may aspire—

To unknown heights of common sense the
government will leap,

And do as much for mothers as it does for
cows and sheep. —Chicago Examiner.

.. FRENCH DEPARTMENT ..

SOTTISE ET SA RÉCOMPENSE.

Une publication traitant du métier de chaussures public l'entrefilet suivant:

"Nouveau Traité de l'Ouest."

"Cinq cents employés de la compagnie de chaussures O'Donnell de St. Paul, Minnesota, ont signé un traité promettant de ne pas laisser l'ouvrage en aucun temps avant d'avoir donné trente jours d'avis à la compagnie.

"Récemment la compagnie eut le malheur de voir ses coupeurs partir en corps, paralysant les travaux de la manufacture entière du coup. Le nouveau traité rend impossible un pareil état de choses et donne tout le temps nécessaire pour faire un examen de tout grief d'une manière minutieuse."

De temps à autre quelque découvre le millénaire, et l'on publie ce fait dans les journaux. Cela nous rappelle l'assertion souvent faite par des partisans du travail en grève ou lockout: "Si nous sommes vaincus, c'en est fait du travail syndiqué." Nous avons vus des centaines et des milliers de ces défaîtes, et, pourtant, le travail syndiqué continue à prospérer et devient plus puissant.

De même l'on conseille les solutions rapides du problème laborieux qui continue à exister. Les promoteurs des "fortunes rapides" existent dans le champ du travail tout comme les rençontre dans le champ du capital, et les opportunités qu'offrent ces faux prophètes du travail contiennent un aussi grand pourcentage de blague que celles offertes par ces promoteurs vantards du champ capitaliste.

De même que l'on trouve toujours des sots prêts à placer leur argent pour lequel ils ont peiné, dans un joli morceau de papier gravé, de même trouvons nous des travailleurs, plus ou moins nombreux, qui se font duper, employant leur temps et leur argent dans des généralités brillantes offertes par ceux qui désirent se caser pendant quelques mois afin d'obtenir les moyens de faire l'acquisition d'une ferme.

Le cas de la compagnie de chaussures O'Donnell demande réflexion. Ce fut une sottise faction qui décida les coupeurs à se mettre en grève. Logique ou non, cette grève ne pouvait réussir, parce qu'il n'y avait que du vent pour l'appuyer. Le résultat fut que la manufacture entière souffrit

d'interruption de travail et que certains autres employés perdirent des gages. Conséquemment, le traité de trente jours proposé par la compagnie concernait plus ou moins l'équipe entière de la manufacture.

Ainsi donc, une grève sans jugement, ne serait-ce que pour la raison qu'on était sans le nerf de la guerre, a non seulement terminé en défaite, mais a été le résultat qu'on a imposé un traité dont les conditions empêcheront la éruption de la même chose à l'avenir. Au lieu d'avoir accompli quelque chose en faveur de l'employé on lue a simplement lié les mains avec cette clause de trente jours. Et voilà le millénaire qu ce journal du métier à découvert. Le problème laborieux a été résolu à St. Paul.

C'est cet incident qui nous a suggéré le titre de "Sottise et sa récompense." Qu'on nous comprenne bien; nous ne faisons pas entièrement allusion à la folie de la grève, mais aussi à la folie du patron. La récompense ne s'applique pas à la punition imaginée par le patron pour les grève, mais surtout à la punition que recevra le patron pour la folie d'avoir cherché à résoudre le problème du travail par un tel traité.

D'abord, qu'on nous permette de corriger notre estimable confrère. Le traité n'est pas nouveau, mais a existé cent fois dans les manufactures de chaussures des différentes parties du pays, il y a vingt cinq ans passés de sorte que nous retournons réellement à l'histoire ancienne.

Il est vrai que les hommes promettent de ne pas quitter le travail à moins de donner un avis de trente jours. La compagnie promet-elle de ne pas congédier un employé que d'après les mêmes conditions? Si cette clause n'existe pas, le traité n'est pas mutuel et ne peut être légal.

La publication en question dit que ce nouveau (?) traité rend une autre grève impossible. Voilà une singulière supposition, pour dire le moins. Nous avons connu des cas analogues dans lesquels les signataires avaient répudié de tels traités et avaient quitté le travail en corps, même quand une pénalité représentant un montant d'argent était en jeu.

Nous affirmons que de toutes les manufactures de chaussures qui ont jamais introduit ce vieux traité radical, aussi loin que

le lockout du comté de Worcester en 1887, et, à une date plus reculée, car il y en a en des centaines, nous ne trouvons probablement pas une douzaine de ces manufactures aux États-Unis dans desquels de tels traités sont en force.

Beaucoup de compagnies de chaussures qui ont cherché à résoudre le problème laborieux de cette manière ont disparu; d'autres les suivront. En attendant, nous devons nous attendre, de temps à autre, à voir quelque journaliste entreprenant nous annoncer l'ancien traité radical comme une nouvelle solution du problème laborieux.

L'INCIDENT MOBERLY.

A Moberly, Missouri, il y a une manufacture de la compagnie de chaussures Brown de St. Louis, dont les employés ont à plusieurs reprises invités à faire partie de cette Union. Ils ont récemment eu certaine difficulté, et c'est alors qu'ils signèrent une pétition pour une chartre dans cette organisation. Nous avons décliné d'accorder une chartre et de se rendre responsable d'une difficulté dans laquelle nous n'avions eu rien à faire. Conséquemment, un organisateur de la sotte faction a visité Moberly et les a ramassés au point de vue figuré et littéral. Au point de vue de l'organisateur de la sotte faction le succès fut complet. Il eut plusieurs centaines de membres promissoires et quelques dollars dont il sentait le besoin. Et alors un règlement (?) fut décidé. La direction trouva qu'on avait congédié quelqu'un injustement, ou d'une manière malavisée, et que l'employé étant retourné au travail, tout est bien.

Maintenant, nous ne donnons pas une opinion sur les mérites du cas de ces ouvriers en chaussures. Peut-être étaient-ils justifiés. Notre point est qu'ils ne cherchèrent à s'organiser qu'après qu'ils se trouvèrent dans le trouble. De plus, nous désirons qu'on sache que cette organisation ne peut épouser la cause de ces ouvriers en chaussures qui ne veulent s'identifier avec nous que quand ils se trouvent dans l'embarras.

Il y a des années et des années nous faisons de ces choses-là; quand des gens non-organisés se mettaient en grève et demandaient notre assistance, nous prenions le prochain train. C'était notre seul moyen d'avoir des membres; les contremaitres étaient nos meilleurs organisateurs, et nous pouvions dépendre sur eux, au moyen de leur oppression, pour forcer les cordonniers à faire partie de notre Union.

Mais l'expérience nous a prouvé que les

ouvriers en chaussures qui ne viennent à nous que quand les patrons font une réduction de gages ou les maltraitent de quelque manière, nous laissent aussitôt qu'ils ont obtenu ce qu'ils désirent. Ce n'est qu'après avoir adopté des cotisations élevées et des bénéfices que notre organisation commença à monter parce ses finances devinrent importantes. Dans ces dernières années, avec une organisation aussi solide et efficace que la nôtre, nous n'avons pas pris l'habitude de nous précipiter, à un moment d'avis, pour épouser les troubles des ouvriers en chaussures qui semblent nous ignorer quand les choses marchent bien.

Nous nous sommes refusés à placer le trésor de nos membres à la disposition des ouvriers en chaussures qui n'ont jamais contribué un sou; nous ne voulons pas risquer l'argent et la réputation de l'organisation que nos membres ont établie si avantageusement, pour combattre pour des recrues sans expérience qui n'ont jamais rien fait pour ceux de qui ils demandent assistance.

Qu'on ne se trompe pas; nous désirons voir tous les ouvriers faire partie de l'Union des "Boot and Shoe Workers;" mais, nous voulons les avoir quand le temps est beau comme preuve qu'ils seront avec nous quand viendra l'orage. Il nous est indifférent que les ouvriers en chaussures de Moberly se soient unis à la sotte faction. Nous savons qu'ils n'y resteront pas. Nous avons vu ces choses-là depuis au-delà de vingt ans.

Nous disons de même aux patrons. Un patron qui n'adopte le Cachet de l'Union et l'arbitrage que quand certains troubles laborieux se présentent, ne peut les avoir; du moins pas avant qu'il ait eu quelque chose de réglé. Nous nous rappelons un bon nombre de manufacturiers qui ont frappé chez nous à l'heure du danger, mais nous avons été obligés de les refuser. Plus tard, après avoir fait quelque raccommodement, ils continuaient à opérer leur manufacture non-unioniste. Encore plus tard, quand le danger reparaissait, nous nous voyions forcés de décliner leurs demandes.

De temps à autres nous trouvons une compagnie qui comprend que le temps de couvrir une maison est quand il fait beau afin d'être prêt pour le mauvais temps. Dans un tel cas nous signons un traité, et il en résulte des bénéfices mutuels.

L'incident Moberly est un exemple de la ligne de conduite de cette Union vis-à-vis les ouvriers en chaussures et les manufacturiers; cet incident sert aussi à démontrer qu'on ne doit jamais remettre à plus tard l'opportunité d'entrer dans une organisation

comme la nôtre si l'on considère ses propres intérêts.

UN AUTRE PROJET.

La compagnie A. G. Walton a des manufactures à Chelsea, Mass., et Derry, N. H. On rapporte aussi que cette compagnie se prépare à en ouvrir une à Lawrence, Mass. Depuis ces dernières années, l'établissement de Chelsea, le No. 1, ou fabrique principale, a eu plus ou moins de troubles laborieux.

Récemment, il y eut une autre grève à Chelsea; dans ce cas aussi l'on pria cette organisation d'en prendre charge. Nous avons refusé, quoique nous aurions donné la bienvenue à ces ouvriers en chaussures comme membres s'ils s'étaient unis à cette organisation avant de se mettre en grève. Nous soutenons que tout ouvrier en chaussures devrait faire partie de cette organisation comme un acte de devoir et d'intérêt personnel, mais que cet ouvrier dise, "Jesuis en grève; si vous luttez pour moi et me donnez les fonds nécessaires pour cela, je ferai partie de votre Union," dénote un manque de sens du devoir de sa part et un manque de respect pour l'organisation et pour des milliers et des milliers d'ouvriers en chaussures qui l'ont établie par leurs efforts réunis.

Différemment des ouvriers en chaussures de Moberly, ceux de Chelsea connaissent la sotte faction et ne demandèrent pas d'assistance de ce côté; ils agirent de leur propre chef.

La compagnie A. G. Walton publia ensuite l'avis suivant:—

Avis.

Comme évidence de sa bonne foi et de son désir de coopérer d'une manière raisonnable avec ses employés, cette compagnie annonce comme suit:

"Nous paierons un bonus, le premier août, 1916, à tous les employés qui auront été sur les registres, à cette date, depuis le premier jour de janvier, 1916. Le bonus consistera à 5 per cent des gages entiers gagnés dans les six mois finissant le 30 juin, 1916. De plus, nous nous engageons à payer un semblable bonus le premier jour de février, 1917, pour les six mois finissant le 31 décembre, 1916."

La manufacture sera ouverte pour le travail lundi, le 15 mai, comme à l'ordinaire.

Nous espérons que tous les employés seront à leurs places afin de montrer leur appréciation et qu'ils acceptent cette proposition, la meilleure que la compagnie puisse offrir.

Si un nombre suffisant d'employés se présentent au travail, nous ferons partir les machines. Mais si nous ne trouvons pas assez d'employés loyaux pour faire le travail, la manufacture No. 1 sera fermée indéfiniment.

A. G. WALTON ET CIE.

A part cela nous ne pouvons résumer les opérations que, par l'arbitrage après qu' on aura retourné au travail d'une manière générale.

Maintenant, l'on de nous l'idée de dire des choses sarcastiques ou inciviles à l'adresse de A. G. Walton et Cie. En publiant l'avis ci-dessus cette compagnie a sans doute offert tout ce qu'elle pouvait offrir dans les circonstances; mais nous croyons qu'un examen équitable de cet avis démontre que la compagnie consent à donner cinq pour cent d'augmentation aux employés permanents. Cela veut dire, que si un employé demeure à l'emploi de la compagnie pendant une période de six mois, il recevra six par cent de plus. Si nous voulions être un peu sévère, nous pourrions ajouter que c'est une confession que leur registre de gages est au moins cinq par cent trop bas.

Plus loin, l'avis affirme que la compagnie ne peut offrir plus, mais on ajoute un post scriptum qui dit: "A part cela nous ne pouvons résumer les opérations que par l'arbitrage après qu' on aura retourné au travail d'une manière générale," de sorte qu' au-delà du cinq pour cent on serait prêt à arbitrer.

On dit aussi que l'ouvrage recommencera si un nombre suffisant d'employés se présentent. Autrement l'on fermera indéfiniment. Voilà un élément de coercition. "Acceptez notre proposition d'un bonus de cinq pour cent pour les employés qui auront été au travail pendant la période de six mois ou la manufacture sera fermée indéfiniment."

Prenz note que si un employé de la compagnie A. G. Walton est au travail le premier juillet, et laisse cet emploi le 20 décembre il perd le bonus de cinq pour cent. L'employé doit demeurer avec A. G. Walton et Cie. pour avoir droit au cinq pour cent, et l'on ne sait pas s'il ne sera pas congédié par la compagnie sans son consentement.

Maintenant, nous croyons que le côté logique de cette question pour la compagnie Walton et ses employés se trouverait dans notre contrat d'arbitrage et le Cachet de l'Union. Si les employés ont droit à quelque chose, ce doit être en raison du travail qu'ils font, et non pas à titre de bonus pour un traité arbitrage ou une entente qu'ils demeureront six mois au travail à partir d'une date spécifiée. Peut-être auraient-ils droit à plus de cinq pour cent, puisque la compagnie A. G. Walton dit, dans son avis, qu'elle est consentante de soumettre la question à l'arbitrage.

Nous n'avons pas l'intention de douter de la sincérité de l'avis publié par A. G. Walton

et Cie. Nous allons supposer que cela veut dire exactement ce qu' on y lit; mais c'est bien le cas, pourquoi la compagnie Walton n'adopterait-elle pas notre contrat d'arbitrage avec Cachet de l'Union, donnant une augmentation réelle de cinq pour cent dans les gages. La compagnie pourrait se fier à notre contrat comme assurance de paix future, laissant les griefs qui pourraient subvenir se régler par l'arbitrage d'après notre contrat, ce qui semble être une forme de règlement qui serait convenable d'après le *post scriptum* de l'avis publié.

Il est hors de question que notre contrat offre à la compagnie Walton et ses employés des relations plus agréables qu' ils n'ont eues jusqu' à présent. Nous y trouvons l'assurance que les affaires pourront se conduire sans interruption pour la production ou les gages, et nous croyons que notre Cachet d'Union et contrat d'arbitrage auront de meilleurs résultats pour la compagnie A. G. Walton et Cie. et les employés que l'avis ci-haut mentionné et le projet qu' il contient.

LE TRAVAIL NE SERA PAS ASSUJETTI.

De temps à autre on a soumis différents projets pour assurer des relations plus agréables entre le capital et le travail. Beaucoup de personnes s'efforcent de trouver une solution au problème du travail. Quelques uns cherchent à le faire en partageant dans les profits ou par systèmes de bonus; d'autres essaient par contrats oppressifs; d'autres présentent des projets de bien-être, tandis que certains individus proposent la législation.

Depuis un grand nombre d'années on a fait diverses tentatives pour passer des lois pourvoyant à l'arbitrage compulsoire de différends industriels. L'idée a été de se servir de la police de l'état pour forcer les corporations et leurs employés à continuer leurs activités en dépit de toute différence qui pourrait exister en ce que se rapporte aux gages ou conditions laborieuses.

Ce plan contient deux objections fondamentales. D'abord, chaque individu sent que son travail n'est la propriété de que que ce soit, pas même de l'état, lequel ne pourrait le forcer de s'en séparer, car ce serait une servitude involontaire, ou de l'esclavage. Conséquemment, une loi qui forcerait au travail un homme qui n'est pas un criminel ou un prisonnier, est extrêmement répugnante.

En deuxième lieu, sous aucune forme spécifiée de loi d'arbitrage compulsoire, le patron commande toujours l'avantage. Il engage l'individu et paie les gages; il établit aussi les conditions laborieuses. Il a le droit

d'engager et de congédier, et il peut se servir de ce pouvoir pour faire une distinction contre aucun employé qui n'est pas responsable pour les nouvelles ordonnances ou les conditions de travail qui ont été introduites.

Conséquemment, l'arbitrage compulsoire est tout simplement un effort pour forcer le travailleur au travail, qu' il désire ou non, et sous des conditions qu' il ne peut contrôler. Si un individu a une pinte de fèves à vendre, et que le chaland ne lui offre pas un prix convenable pour ces fèves, n'est-ce pas son droit de refuser de vendre? Mais, d'après les statuts de l'arbitrage compulsoire, l'on prétend que l'homme, l'image de son Créateur, sera forcé à vendre le pouvoir de son travail, qu' il le désire ou non. La comparaison est ridicule.

La Puissance du Canada a adopté l'idée compulsoire jusqu' à un certain point, particulièrement pour ce qui s'applique aux corporations de service public; mais un incident de date récente démontre qu' on ne peut faire une loi assez puissante pour subjuguier le travail.

Les employés du chemin de fer urbain de Hull, dans la province de Québec, ont demandé, depuis longtemps, de meilleurs gages et conditions laborieuses. La compagnie employa des tactiques dilatoires et les renvoya au statut. Finalement, les employés répudièrent le statut parce que la compagnie ne seyait pas obligée de se soumettre au décret, et donna avis que si leurs demandes n'étaient pas accordées dans les 48 heures ils se mettraient en grève et paralyseraient le système. La compagnie se soumit; elle signa un traité reconnaissant l'union et accordant l'augmentation de gages ainsi que l'amélioration des conditions de travail.

Cet incident est une preuve qu' on ne peut trouver un système qui paralysera les mains du travail. On peut s'engager mutuellement à accepter des restrictions raisonnables des deux côtés par lesquelles le principe de marché collectif peut être reconnu et exprimé dans un traité entre patron et union, d'après des conditions qui seront de nature à faire respecter les droits des deux parties, et d'après un système qui pourvoiera au règlement de toutes différences d'opinion.

POURQUOI NE PAS ESSAYER NOTRE PLAN?

Dans le présent numéro du Journal nous parlons, à différentes reprises, de différents plans imaginés par les patrons afin d'éliminer les organisations laborieuses de leurs manu-

factures. C'est le cas de patrons cherchant à avoir des établissements non-unionistes et n'ayant pas le succès désiré.

Soyons francs. Nous admettons que si un patron peut opérer un établissement non-unioniste sans aucun trouble, ce sera un succès financier pour lui; en supposant, comme de raison, qu'il puisse le faire avec des gages peu élevés, ce qui serait le seul motif pour l'engager à avoir une manufacture non-unioniste.

Nous supposons que certains patrons feront objection à cet avancé et protesteront qu'ils ne sont pas opposés à accorder des gages élevés, mais il y a un principe important en jeu; ils sentent que les employés doivent avoir la liberté de faire partie d'une union ouvrière ou non, à volonté, et qu'ils veulent accorder plus que l'échelle de gages de l'Union, mais ils insistent que leurs manufactures seront non-unionistes.

Si aucune compagnie employant au-delà de cent hommes dans une manufacture de chaussures désire prendre cette attitude, nous la défions ici de faire une comparaison de leurs gages, payés aux individus employés individuellement, avec les gages accordés dans les manufactures qui se servent du Cachet de l'Union.

Maintenant, que les patrons qui désirent des établissements non-unionistes par principe, et payer des gages, élevés, acceptent ce défi; autrement, nous devons supposer que leur but en ayant des établissements non-unionistes, et de faire des chaussures de qualité inférieure.

Nous admettons encore que si un patron peut opérer un établissement non-unioniste sans aucun trouble, il en fera un succès; ce ne sera probablement profitable à l'employé, mais au patron.

Si, pour éviter le trouble, il lui faut dépenser de fortes sommes d'argent de temps à autre, ou si, dans ses efforts pour un établissement non-unioniste, il se trouve en face de désordres laborieux fréquents, toutes les sommes dépensées, plus le prix et les pertes dus à l'interruption du travail, devront être ajoutées à son registre de gages afin d'avoir une juste idée de ce que le travail lui coûte actuellement.

Nous avons à l'esprit une compagnie de Chelsea, Mass., qui a été souvent visitée par des désordres laborieux durant les dernières huit années. Nous croyons que si la somme ainsi dépensée et perdue avait mise dans le registres des gages là où le besoin se faisait le plus sentir; si la manufacture avait été dingée d'après notre contrat d'arbitrage, l'on aurait fait des épargnes et les affaires n'auraient pas souffert de longues interruptions.

Dans d'autres cas nous rappelons une seule grève qui a coûté la somme de \$200,000 à une compagnie, pour ne parler de pertes causées par des relations compromises avec des clients pour la non-livraison de marchandises ou par une production inférieure due à des travailleurs sans expérience.

Nous connaissons un grand nombre de ces cas, répétés à maintes reprises. Certaines compagnies ont de ces querelles, une ou plusieurs fois par année, et ils se croient habiles parce qu'ils ont des établissements non-unionistes et font faire l'ouvrage à bon marché.

Nous trouvons des compagnies qui ne paraissent pas savoir comment calculer le coût du travail. Ils font leurs calculs d'une manière et les dépenses se chiffrent d'une autre. Pourquoi ne pas payer les dépenses de tout cela en gages et éviter le trouble? N'est-il pas préférable de payer le travail et d'avoir des employés satisfaits que de dépenser de l'argent pour la police, les détectifs, les avocats et des travailleurs sans expérience?

Notre contrat d'arbitrage avec Cachet de l'Union est une police d'assurance. Les gages augmentés payés par les compagnies se servant du Cachet de l'Union sont le premium qu'on paierait aux assurances industrielles. Les cotisations de l'employé sont le premium qu'il paie pour l'assurance de maladie et de mortalité, pour l'assurance industrielle, et pour l'amélioration des gages et des conditions laborieuses qu'il reçoit.

C'est une police d'assurance qui est profitable pour les deux côtés. C'est une police d'assurance dans laquelle il n'y a aucune perte, mais que des profits.

Nous connaissons quantités de manufactures de chaussures où l'on dépensé de l'argent au baril en essayant à faire marcher des établissements non-unionistes avec succès. Il devient graduellement apparent qu'on s'est probablement trompé.

Dernièrement, un manufacturier de chaussures de ce genre dans une localité, disait à celui qui écrit ces lignes que les ouvriers en chaussures où il est établi n'avaient jamais gagné une grève. Nous ne discuterons sur ce point, mais nous dirons à ce monsieur que les manufacturiers de sa ville ont dépensé des milliers de piastres à lutter contre ces ouvriers en grève. Ils ont de plus perdu des milliers de piastres par l'interruption des affaires, et le problème du travail n'a pas été résolu, temporisant d'une manière ou de l'autre; concédant ici luttant là, et dans une inquiétude constante.

L'on peut multiplier ces cas. Notre cadre restreint ne nous permettrait pas d'entrer

dans les détails. Nous pensons, toutefois, que si les différents manufacturiers de chaussures calculaient les dépenses totales de leurs efforts à opérer des établissements non-unionistes, non pas à-peu-près, mais les dépenses actuelles, un grand nombre d'eux abandonneraient la lutte inégale qui transgresse les droits des autres, et adopteraient. Notre contrat d'arbitrage et le Cachet de l'Union comme le seul moyen d'assurer les droits de tous les intéressés. Messieurs, vous avez joué avec tous les subterfuges connus sous le soleil. Pourquoi ne pas essayer notre plan?

PETITES NOTES.

Le monde est rempli de gens qui désirent réformer les autres d'après leurs propres idées.

Il est singulier que ceux qui veulent refaire les autres, n'aient pas l'idée que les autres les façonnent de nouveau.

Chaque individu croit qu'il doit être maître de ses propres affaires, aussi de celles des autres.

Nous ferons des progrès distincts si l'on parvient à comprendre que chaque individu ou groupe a des droits que les autres doivent respecter.

En respectant les droits des autres, nous trouverons la jouissance parfaite de nos propres droits et de nos libertés.

Quand les travailleurs à gages organisent une grève et essaient d'imposer leur volonté au patron sans égards à ses droits, ils peuvent gagner dans le temps, mais ils sont certains de perdre à la fin.

De même, quand le patron entreprend de régler une question laborieuse en supprimant les droits du travailleur et en imposant des traités arbitraires, égoïstes par l'expression et oppressifs en dessein; lui aussi peut gagner pendant un certain temps, mais il perdra à la fin.

Aucun de ces plans tolère l'autre côté; conséquemment, nous n'y trouvons pas assez de largesse d'esprit pour endurer, et l'histoire de la manufacture de chaussures démontre que ces projets ont été de courte durée. L'expérience du passé le prouve amplement.

Notre Cachet d'Union et notre contrat d'arbitrage, reconnaissent les droits des deux côtés. Ils font disparaître tout incitatif de prendre avantage des nécessités de l'autre; c'est équitable pour les deux. Nous en avons l'expérience depuis dix huit ans, et nous avons, par là, augmenté nos membres, notre force et notre réputation. Aucun arrangement pour la suppression des droits de l'autre parti a jamais pu exister pour une période semblable dans l'histoire de la manufacture de chaussures.

La condition des ouvriers en chaussures s'est améliorée sous notre Cachet d'Union et notre traité d'arbitrage. L'on y trouve une méthode pourvoyant à la considération et au règlement de différends qui peuvent s'élever; il n'y a pas de perte de temps par des grèves ou lockouts; il n'y a pas de défaites; chaque changement est un profit net.

Le manufacturier se servant de notre Cachet d'Union est assuré contre toute interruption de production par grèves ou lockouts. Il paie pour cette assurance en faisant un marché collectif dans lequel il consent d'avance de régler mutuellement et de soumettre à l'arbitrage toute dispute pouvant survenir. Il sait ce cela lui coûtera de l'argent, mais s'il est perspicace, il viendra à la conclusion que cela sera moins cher que de tenter inutilement à opérer un établissement non-unioniste. Il aura de meilleurs employés et une meilleure chance de succès.

Notre Cachet d'Union, sous le traité d'arbitrage, signifie d'abord le produit de travailleurs à gages engagés dans le grand mouvement laborieux. Conséquemment, cela représente un incitatif faisant vendre les marchandises, donnant plus de travail durant l'année pour la manufacture et les employés, ainsi qu'une production non-interrompue.

Pourquoi avons-nous des représentants d'un portantes compagnies de chaussures qui ont, depuis plus de douze ans, fait affaires sous notre Cachet d'Union et notre contrat d'arbitrage et qui ne penseraient jamais faire aucun changement, tandis que d'autres continuent à dépenser de l'argent avec leur idée d'établissement non-unioniste? Est-ce que parce que ces derniers n'en sont pas encore arrivés à comprendre le coût du travail? Ces hommes sont-ils plus habiles que les autres dont les vues libérales ont reconnu l'importance de notre organisation? Nous ne croyons pas que les hommes et les

compagnies dont les noms sont sur notre liste de manufactures à Cachet souffrent, mentalement ou financièrement, par la comparaison de ceux dont les noms ne paraissent pas.

Nous avons conversé avec des hommes capables et à vues larges représentant des compagnies de chaussures qui ne sont pas sur la listes des manufactures à Cachet. Quelques uns dirigent des établissements non-unionistes, non pas parce qu'ils croient à cette idée en principe, non pas parce qu'ils sont opposés au travail, mais parce qu'ils n'en sont pas encore rendus à comprendre l'importance de notre Cachet et de notre contrat d'arbitrage. Ces hommes avouent librement que nous avons le meilleur plan, le plus équitable et le plus durable de ceux qu'ils ont vus. Pourtant, ils continuent à remettre son adoption jusqu' au moment du trouble, alors qu'il leur est impossible de l'adopter. Après que le danger est disparu ils continuent à remettre jusqu' à ce qu'il reparaisse. Pourquoi retarder, messieurs? Vous n' avez pas trouvé un meilleur plan depuis vingt ans. Pourquoi ne pas essayer le nôtre?

SELLING BODY AND SOUL FOR \$4 PER WEEK.

Chicago has had an aldermanic committee at work investigating the causes which led up to the garment workers' strike.

They struck "pay dirt" without being compelled to sink shafts. In fact, it was so easy, this getting at the causes, that it greatly resembled the old cradle-and-rocker form of washing out gold in some of the streams of our Western country.

One little girl volunteered the information that she earned as much as \$4 per week, and she managed to keep within her income by walking about four miles each day and spending only 25 cents on meals. She also said that some of the girls "who go out with the foremen are better treated, and, I think, better paid."

Read those last few words the second time and see if one of the chief reasons for low wages can not be found!

Organized Labor for many years past has protested vehemently against the unholy practices in the clothing sweatshops. It has stormed, it has struck and it has caused the light of publicity to be thrown upon the ne-

farious practices which some industries nurture, to the end that out of it all there came recruits for brothels and hellholes.

Who are these little girls who "are better treated and better paid if they go out with the foremen?"

Here are samples of a few names: Fannie Berg, Pearl Krupnik, Anna Javorowsky, Bes-sie Alt, Anna Simsky.

And they are in this land of the free trying to earn an honest living; trying to keep body and soul together, while there are thousands of well-meaning people weeping copiously over the unfortunate conditions which confront the women in India and Timbuctoo and Hindustan!

It is almost sufficient cause to make angels weep to read some of the harrowing tales told by the little girls who are protesting against these revolting conditions by striking.

Their very souls rebel; it is not enough to labor ten, twelve or more long hours for a mere pittance, but it appears that in addition, if they want "better pay and better treatment," they must enter a life of debauchery.

It all goes to show that Christianity takes on a peculiar form in many instances. Supposing that every minister of the gospel "posted up" on the horrible conditions that have existed and exist at the present time; hammer the fact home to his audiences that when they purchase goods made under those revolting conditions they are placing a premium upon a continuance of a crime for which all honest men and women of the twentieth century might well blush with shame.

By killing the sale of all goods made under those revolting conditions, the manufacturers would be forced to place upon their product a label which would designate that the goods were made under conditions which did not sanction the debauching of innocent girlhood that it might "receive better treatment and better pay."

It is not so much a question of shedding buckets of tears for the child wives of some of our states and the child wives of India as it is a question of forever putting a stop to the debauching of little girls who have the right to earn an honest living, and that, too, without being compelled to give up their honor.

The union label placed upon a garment denotes the fact that when the nefarious practices such as brought out in the testimony in Chicago are attempted, there is a shop committee that acts instant.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West
Washington St., Chicago, Ill.

W. F. GOLDWAITE, 2 Gilman Place,
Haverhill, Mass.

WARREN HATCH, 23 First Parish Bldg.,
Brockton, Mass.

C. E. JAMES, Federation Hall, St. Paul

Z. LESPERANCE, 1215 Rue St. Catherine E.,
Montreal, Que.

COLLIS LOVELY, 5129 Minerva Ave.,
St. Louis, Mo.

GAD MARTINDALE, 10 Elm St.,
Rochester, N. Y.

WILLIAM PROUT, 31 E. 12th St.,
Cincinnati, Ohio

EMMET T. WALLS, Box 409,
Brockton, Mass.

CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St.,
Brockton, Mass.

B. H. DULLE, 1617 Hughes St.,
Cincinnati, Ohio

JOHN F. REARDON, Gillon Block,
Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
"0"	Ida Richard,	Brockton, Mass.
15	C. A. Carpenter,	Rochester, N. Y.
20	Nathan D. Churchill,	Middleboro, Mass.
20	F. Gadalewicz	Middleboro, Mass.
35	Sophia Imhof,	Brockton, Mass.
35	John A. Holbrook,	Brockton, Mass.
36	Thomas Barry,	Brockton, Mass.
38	Eugene Galante,	Brockton, Mass.
122	George H. McMahan;	Randolph, Mass.
210	H. J. Steinhard,	Cincinnati, Ohio
308	Charles O. Patterson	Boston, Mass.
472	Emil Boudreau,	Montreal, P. Q.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.

5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.

6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.

3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO JULY 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name

Firms without a * do not sell through correspondence—only through drummers

FACTORY No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.
- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.

- 48 All Leather Shoe Co., Natick, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabel Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *26 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.

- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., So. Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 93 Eli Cohen, Springfield, Mass.
- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton, Mass.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.

- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 197 The A. B. C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- *226 N. K. Junlor Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *153 Farmington Shoe Mfg., Dover, N. H.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.
- 270 Mound City Shoe Co., St. Louis, Mo.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York City, N. Y.
- 275 M. Germuth & Son, New York, N. Y.

- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira, Shoe Co., Elmira, N. Y.
- 282 Mocar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzer Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Alumnum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, August

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

FACTORY No.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *124 North Shore Shoe Co., Salem, Mass.
- *132 W. Bert Lewis Shoe Co., Haverhill
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *160 Cushman & Herbert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197, The A. B. C. Shoe Co., New York, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Maissonneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill, Mass.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	PAGE
THE MINIMUM WAGE BY LAW	1
COMPULSORY LABOR	5
THE TOLL OF POVERTY	7
PREPAREDNESS	9

EDITORIALS

LABOR DAY 1916	11
BUSINESS MANAGEMENT	12
FICTION AND FACT	12
LABOR MUST BE SELF RELIANT	13
FRANK M. BUMP RE-APPOINTED	14
BRIEFS	15

FRENCH DEPARTMENT	17
---------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

THE MINIMUM WAGE BY LAW

A review of all authoritative data upon the subject of minimum wage legislation in the United States and foreign countries has been issued by the Minimum Wage Commission of the National Civic Federation. It sets forth typical opinions secured by the collection and classification of material based on first-hand investigations, analyses, and theoretical discussions in advocacy of and in opposition to the minimum wage by law.

This report, which was presented by the Chairman of the Minimum Wage Commission, Mr. Alexander J. Porter, at the recent annual meeting of the National Civic Federation, gives as the most conspicuous feature of the minimum wage controversy the fact that capital and labor do not mark the lines of its cleavage. Some labor organizations are in favor of such legislation and others are against it; while the employers show little, if any, more crystallization on the subject.

The arguments in favor of minimum wage legislation, by those who may be taken as representing the public, may be expressed in the following propositions:

1. Wage boards recognize the impossibility of the individual worker dealing with the employer on equal terms.
2. The great mass of women workers, because of their youth and their brief tenure of industrial status, are unorganized and are likely to remain so.
3. As it is a distinct menace to the common weal that these women—prospective mothers of men—should work for sub-normal wages—the state is forced to take action.

In presenting what the commission finds

to be the attitude of organized labor and employers, the report says:

The organized wage-workers of America have evidently given the subject of the legal minimum wage the attention it demands of them on account of its possible influence on trade unionism. In the main, they reason that if minimum wage through statute and tribunal should carry with it disintegration of the vital forces of the labor union, though it might persist in name, and even grow in membership, the union would be deprived of its essentials of independence, self direction and elastic adaptation to the needs of a forceful mass mechanism.

On the whole, it may be ventured that our employers in general entertain toward minimum wage an undefined sentiment, or rather a set of mingled sentiments, none very strong, in which are to be discerned a benevolent disinclination to quarrel with a method embodying possibilities of good for the weaker elements of society, an instinctive doubt that any laws can be devised to cover like a blanket all or even a good part of these elements that it may be conceded in many cases sadly need assistance of some order and also a deference to the judgment of organized labor in its waiting and watching developments in the matter at home and abroad.

Naturally, American employers look with little favor on the prospect of more investigations of their books, more inspections, more court orders, more general bureaucratic consequences, more occasion for turning away the inefficient more disloca-

tion of the factory or store organizations, and more reasons—as one spokesman for the employers has put it—for horizontalizing their entire body of work-people.

The fate of minimum wage legislation in this country, for the immediate future at least, hangs on the decision of the United States Supreme Court where the constitutionality of the Oregon law is under scrutiny.

Attention is called to the practical difficulties in connection with putting into force a minimum wage based upon the cost of living, which has been the tendency. The question raised is that the comforts of one person are the necessities of others. For this there has been substituted a standard day's work, in one industry in California. A fair day's pay for a fair day's work for the average worker in a given industry, it is concluded, should have consideration rather than the cost of living as the basis of determination.

The impression that the minimum wage must tend to become the maximum is, as usual in these discussions, one of the theoretical points presented.

Whether the wage laws, minimum or maximum, could be enforceable in this country, on any large scale, even among women, is a question much debated, among advocates as well as opponents.

Another question is what guaranty have high-wage workers that they will not become low-wage workers in the first coming period of commercial stress?

A national question submitted is: Would not the immigration question, rightfully solved, set aside in good part many phases of our social ailments—and consequently their imported curatives—resultant upon low wages? Before entering upon compulsory schemes adapted to the low wage, the broken spirit, the mental undevelopment, the slavish state of mind of the European wage-worker in our labor market, might not the results be better if we were to protect Americans from this degenerating competition?

The effort to determine whether or not the experience in other countries might be taken as a basis for drawing an analogy to this country led the Commission to gather all data possible bearing on the question, both in the United States and abroad—Australia, New Zealand, France and Great Britain.

The analysis of material upon minimum wage legislation was made for the National Civic Federation by Miss Marie L. Obenauer, a thorough and impartial student of

the subject. She has made numerous investigations into the conditions surrounding wage earning women, which have been incorporated in Federal reports. Among the studies covered by her have been:

Occupational demands upon women in power laundries.

Working hours of women.

Pea canneries and their relation to the underlying problems of cannery administration.

Extent and causes of unemployment among wage-earning women; and for women upon industries involved in interstate competition.

She made thorough inquiry into the operation of the minimum wage law of the State of Oregon, for the Federal Bureau of Labor.

In her special report to the Federation, Miss Obenauer calls attention to the meagerness of information as to the operation of minimum wage laws in the United States and says that although the legislation has been enacted in eleven states, including Massachusetts (which led the way in 1912) actual experience with determinations under such enactments began only about two years ago, and even then the conditions under which the first determination were put into effect were not normal; and that we must rely for guidance upon results of experiments here, because whatever we may learn from the experience of the foreign countries which have accorded legal recognition to the principle of minimum wage determinations, the difference in systems adopted in this country and the wide divergence in the conditions under which the principle must be applied, render foreign experience of limited value. The latter is discussed in detail.

Some pertinent points raised by her are that, as we apply minimum rates to women and minors only, we cannot compare our methods with a system where both men and women are included; that the principle of minimum wage determinations in Victoria applies to both skilled and unskilled occupations; that the chief purpose of the entire New Zealand system is to adjust the scale of wages, not to the minimum needs of decent and healthful living, but to a fair relation to the "profits of industry." It is just one instrument of power for the compulsory settlement of industrial controversies and the court must have authority to lower wages below the average prevailing in any trade if a depressed condition of that industry demands such action. The minimum wage boards were established, on the other

hand, in response to an anti-sweating agitation; and that, excluding men from the operation of the law has this practical bearing upon our problem: the burden of such expense as is entailed by securing and maintaining a living wage in this country will fall only on the industries in which woman and child labor is a substantial item in the cost of production. Nor would it be evenly distributed over the entire 244 manufacturing industries and approximate 100 trade, clerical and transportation occupations in which women are engaged, for over half of the women and girls in manufacturing pursuits are concentrated in just seven industries (cotton, men's clothing, women's clothing, woolen and worsteds, silk goods, hosiery and knit goods, and boots and shoes), and nearly 90 per cent of those engaged in "trade and transportation" and clerical work are to be found in five occupations (saleswomen, clerks, stenographer and typewriters, bookkeepers and accountants, telephone and telegraph operators).

Miss Obenauer further states that the interest of wage earners, industry and the public alike demands that the minimum wage systems adopted thus far in the United States be tried out intelligently and fairly, as an unfair trial will only serve to delay that which all honest opponents and advocates desire—improvement of the wages of women and children in industry. She calls attention to the patent facts that in spite of the increased wage rates in recent years, a menacingly large number of adult women workers are failing to earn enough to sustain themselves in health and comfort, to say nothing of providing for the days of involuntary unemployment; that the earnings of an overwhelming majority are insufficient to provide for the swift approach of the days of vanishing earning power in the case of those who do not marry; and that in the case of the larger number who do marry, the earnings during the average of five years spent in industry are insufficient to permit the accumulation of even a meager fund wherewith to equip themselves properly for the new life.

Referring to the American phase of the subject, Miss Obenauer's report says: The results of the first year's experimentation with minimum wage determinations in this country, according to the records submitted by employers, show that no jeopardizing burden has as yet been thrown upon business. They further give evidence of some substantial gains in wage rates and earnings. The results also show a decrease in the number

of women employed, somewhat in excess of the decrease in the amount of business done, and also in excess of the decrease in number of men employed. To what extent these results are temporary, are affected by local or general business conditions, and to what extent they indicate ultimate effects on minimum wage legislation, future experience alone will tell.

She lays sharp stress upon our need of up-to-date, accurate and complete information concerning the actual results of minimum wage determinations now in effect in the United States, to be secured through an unbiased investigation, and suggests that there be made a joint inquiry by the Department of Commerce and the Department of Labor. The subject, in Miss Obenauer's judgment, should be approached from two angles, namely, the effect upon conditions of labor and the effect upon industry including the influence of restrictive legislation upon industries involved in interstate competition.

In presenting the desirability of having this investigation carried out, Miss Obenauer says: Women constitute a fifth of the total number of wage earners in manufacturing industries in the United States. On the ground of their numerical importance and the importance of the subject to industry and to the public at large, the expenditure of time and money necessary to make such a study would certainly not be an unwarranted investment.

In concluding his report, Mr. Porter stated that the Federation's Minimum Wage Commission is at present unable to arrive at any decision concerning the wisdom of minimum wage legislation, owing to the fact that experience is not sufficient to justify any conclusions.

He added that it seems at present the part of wisdom for all states not having minimum wage laws to watch those which have enacted such statutes for a reasonable period before adopting such legislation. The Federation's Commission, in addition to recommending Federal action for a specific inquiry, will continue its work with a view to interpreting the facts to the public concerning the experience in states where minimum wage laws exist.

The Minimum Wage Commission of the Federation is composed of:

Employer Member—Alexander J. Porter, Niagara Falls, N. Y.; Percy S. Straus, President, Shredded Wheat Company, R. H. Macy & Company, New York.

Labor Members—James W. Sullivan, Typo-

graphical Union, Brooklyn; H. J. Conway, National Secretary of the Retail Clerk's International Protective Association, Lafayette, Ind.

National Woman's Department of the National Civic Federation—Mrs. Lyndsay Van Rensselaer, New York; Miss Thalia Newton Brown, New York.

The Public—Dr. Lee K. Frankel, New York; Ralph M. Easley, chairman executive council, N. C. F.; Miss Gertrude Beeks, Secretary.

(National Civic Federation Press Service.)

THE TRUTH LEAKS OUT.

Complete and convincing demonstration of the falsity of the Pacific Mail Steamship Company's contention that it was crowded from the Pacific by the Seamen's act comes from the purchase of that shipping concern's steamers by the American International Corporation.

That powerful organization will operate the vessels of the Pacific Mail under the American flag, which the latter company said could not be done.

And furthermore, the W. R. Grace Company, an American shipping concern part of the big corporation, intended to buy and operate the Pacific Mail boats itself under the American flag had not the new corporation been formed.

So the declaration that the Seamen's act meant chasing the American flag from the Pacific Ocean was mere tommy-rot.

Not only one, but several corporations were eager and anxious to purchase the Pacific Mail vessels to operate them under American registry.

The sole reason the Pacific Mail Company sold its boats was the provision of the Panama Canal act preventing any railroad-owned company from operating vessels through the Panama Canal.

And a controlling interest of the Pacific Mail stock was owned by the Southern Pacific Company.—Sacramento Bee.—Coast Seamen's/Journal.

A NINE-LIVED ERROR.

Which Must Be Killed Once More.

"Trust, crushed to earth, will rise again," some day or other; but it is, unfortunately, not so certain that "Error, wounded, writhes with pain and dies amid his worshippers." The fact is that many errors have a feline tenacity of life. They have to be slain again and again before they will consent to remain dead. There is no great glory in re-killing

the ought-to-be-dead theories of the past, but the welfare of the present requires it.

One of these intellectual revenants which particularly disturbs our peace of mind is the proposition that an increase of wages in any

Many different profit-sharing schemes have been exploited when they were first launched, but not much is being said about them of late. Some of them involved stock selling schemes, which, instead of putting money in the wage earners' pockets, took it out. Such were the United States Steel and International Harvester plans. The Ford idea was to fatten the pay envelope, but to deplete the physical reserves. There is only one real way to obtain a larger share of the good things of life, and that is to organize and to fight for what we want.

CUSTOMARY.

A philanthropic New York woman was entertaining, in the spacious grounds of her suburban residence, a large number of East-Side children. On her rounds of hospitality she was impressed with one strikingly beautiful little girl. She could not have been more than nine years old, but her coal-black eyes flashed with intelligence. The hostess introduced herself and began a conversation. "Does what you see here today please you?" she asked.

The child eyed her host in silence.

"Talk away," said the lady. "Don't be afraid."

"Tell me," then said the child, "how many children have you got?"

Astonished at the question, the lady hesitated for a moment, and then entered into the fun of the situation.

"Ten," she replied.

"Dear me," answered the child, "that is a very large family. I hope you are careful and look after them. Do you keep them 'all clean?'"

"Well, I do my best."

"And is your husband at work?"

"My husband does not do any kind of work. He never has."

"That is very dreadful," replied the little girl earnestly, "but I hope you keep out of debt."

I shall not pass this way again,

The thought is full of sorrow;

The good I ought to do today,

I may not do tomorrow.

If I this moment shall withhold

The help I might be giving,

Some soul may die, and I shall lose

The sweetest joy of living.

COMPULSORY LABOR

Without doubt the most extraordinary piece of legislation affecting labor enacted during the past year was the law passed by the Colorado Legislature which created an Industrial Commission and provided that there could be no lockout or strike until thirty days' notice had been given.

This feature of the law closely resembles the famous Lemieux Law of Canada, which was passed while McKenzie King was Minister of Labor.

That gentleman since resigning this office, toured the United States expounding the benefits of this law, endeavoring to create sentiment in favor of the measures of this character, and as our readers are aware, sometime ago became John D. Rockefeller's industrial advisor.

The present law we may assume is due largely to his activities and the powerful influence of the Rockefeller and allied interests in Colorado.

The particular part of the law creating the Industrial Commission just referred to, in Section 29, is as follows:

"Employers and employees shall give at least thirty days' notice of an intended change affecting conditions of employment with respect to wages or hours; and, in every case where a dispute has been made the subject of an investigation, hearing or arbitration by the commission, or the board, until the dispute has been finally dealt with by such commission, or board, neither of the parties nor the employees affected, shall alter the conditions of the dispute, do, or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of work or employment; but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute; but, if either party uses this or any other provision of this act for the purpose of unjustly maintaining a given condition of affairs through delay, such party shall be guilty of a misdemeanor and, upon conviction thereof, shall be punished by a fine of not more than one hundred dollars."

Section 30 reads: "It shall be unlawful for any employer to declare or cause a lockout, or for any employee to go on strike, on account of any dispute prior to or during an investigation, hearing or arbitration of such dispute by the commission, or the board, under the provisions of this act: Provided, That nothing in this act shall prohibit the suspension or discontinuance of any industry or of the working of any persons therein for any cause not constituting a lockout or strike, or to prohibit the suspension or discontinuance of any industry or of the working of any per-

sons therein which industry is not affected with public interest: Provided, Further, That nothing in this act shall be held to restrain any employer from declaring a lockout, or any employee from going on strike in respect to any dispute after the same has been duly investigated, heard or arbitrated, under the provisions of this act."

The law further provides that should any of the parties to be awarded feel that the same is unlawful or unreasonable they shall have the privilege of submitting the same to a district court, wherein it shall have standing as a civil action. This court may confirm or set aside the Commission's findings if it finds that the Commission acted in excess of its powers; that the final order or award was procured by fraud; that the findings of fact by the Commission do not support the order or award; or that the award does not do substantial justice to the parties.

The law in addition provides that the Commission or the parties grieved by a judgment may have the question of law involved submitted to the Supreme Court of Colorado for review.

It is evident that the operation of such a law can be made to work most injuriously to labor and lead to interminable delays before the findings of the Commission in connection with some industrial disputes can be made final and binding.

All of the experiences which the workers have had would warrant the conviction that this law is primarily in the interests of the employer and opposed to the welfare as well as the rights of labor.

A period of thirty days must elapse before the workers can strike, and if they strike within that time, they are punished by exceedingly heavy fines. Their grievances may be before the industrial commission for twice or three times thirty days if not a longer period of time, and then the award when handed down and under which they must work, if it is unsatisfactory to the employers, can be brought before the Supreme Court of the state so that many months may elapse before the final decision is reached, and during all of this period labor's hands are tied by the law.

A law of this character establishes a distinct measure of compulsory labor, and to the extent that compulsory labor exists to

that degree, labor's freedom has been taken from it.

The law does not require the cunning of a corporation lawyer to bring out the fact that under its provisions trade-unionism can receive the most severe set-backs, while the employers without violating the letter of the law can so shape their policies as to work out their own will.

Any law which provides a period of time during which it shall be illegal for workers to strike, and which contains the further provision that appeals can be taken from the awards of a State Industrial Commission from one court to another, is a measure which might well be named a law to give employers advantages over labor.

The law is an outrageous invasion of labor's right to freedom of contract, and the trade-unionists of Colorado should immediately muster all of their forces and bring about its repeal.

The American workers will not stand for compulsory labor no matter under what guise the effort to establish involuntary servitude is presented.—Molders' Journal.

HOW TO BE SOUSED WITHOUT HEADACHE.

There is smokeless powder, the horseless carriage, the noiseless gun, the seedless orange and almost every evil removed from every dirigible element

But there never was headacheless whiskey until today.

It was discovered by Professor Walter Dill Scott, psychologist of Northwestern University. In a lecture he said that the drinking of intoxicants was all wrong. He added:

"Take a mouthful, swash it around like a mess of dental cleanser and spit it out. You get all the exhilaration, all the 'kick' and never a headache."

FEDERAL EMPLOYES' UNION.

A Federal Labor Union has been formed in Washington consisting of about 5,000 employees of the United States Government in the District of Columbia. It is proposed to extend this organization into other cities, and eventually form a national union of federal employees. Like other wage earners, these employees want more pay and better conditions of work. The Government itself is not always the best employer. It subordinate officials can be tyrannical, its conditions poor, and in many instances the pay is very meagre indeed.

DIFFERENCE IN SELFISHNESS.

Mr. John Morley, a prominent leader of public opinion in Great Britain, has defined the difference in the selfishness of a capitalist and of a trades union as follows:

"There is all the difference in the world between the selfishness of a capitalist and the so-called selfishness of a great trade union. The one means an increase of self-luxury for one man or a single family; the other means an increase of decency, increase of comfort, increase of self-respect, more ease for the aged, more schooling for the young, not of one family, but of a thousand or ten thousand families. Others may call that selfishness if they please. I call it humanity and civilization and the furtherance of the commonwealth."

The person who indulges in digging pitfalls for others is generally, while so engaged, digging his own grave.

SUFFICIENT.

He had told her the age-old story, and, torn with emotion, waited for a few short words that would decide his fate.

"George," she said, "before I give you my answer you must tell me something. Do you drink anything?"

A smile of relief lighted his handsome countenance. Was that all she wanted to know? Proudly, triumphantly he clasped her in his arms and whispered in her shell-like ear.

"Anything," he said.—The Medicine Man.

NO ENEMY.

He has no enemy, you say;
My friend, your boast is poor,
He who hath mingled in the fray
Of duty that the brave endure
Must have made foes. If he has none
Small is the work that he has done.
He has hit no traitor on the hip;
Has cast no cup from perjured lip;
Has never turned the wrong to right;
Has been a coward in the fight.

A DIRE THREAT.

"I know a man married to a woman who hasn't a single living relative."

"Fine! He certainly can't have any trouble with her relatives if they are all dead.

"I don't know about that. Every time they have a spat she threatens to visit a spiritualist and call up two or three of the most cantankerous ones."

THE TOLL OF POVERTY

Two hundred and fifty thousand men, women and children are killed each year in the United States and 4,000,700 are wounded because our statesmen remain silent in the face of the daily atrocities wrought in times of "peace" by our system of economic and industrial exploitation.

Such is the toll each year in the United States of poverty and its offspring, preventable disease. The figures are ultra-conservative, being but half the total number of deaths and illnesses, which, according to the highest medical authority, could be prevented by stamping out poverty or merely by appropriating a third the cost of one battleship for the public health.

They do not include the 100,000 American babies killed by poverty each year before they reach their first birthday. These and the quarter million older persons die annually as victims of a system by which a few are protected by government in the ownership and arbitrary control of the land, natural resources and machinery that should be a source of life and well-being to all.

Instead of attacking the injustice and dishonor and cruelty of exploitation at home, or appropriating money with which the death-toll could be cut in half, our statesmen propose to spend hundreds of millions to defend principles and ideals that have been openly and repeatedly violated here at home without protest, and that are flouted and crucified by men who pose as our leading citizens.

Nor can anything else be expected until the victims, the workers and producers, awake, organize and match their power against that of those who now exploit them unchecked.

The Committee on Industrial Relations shows that poverty is the direct cause of a peace toll of misery, suffering and death in this country surpassing that suffered by the armed forces of any belligerent country in Europe.

Governmental neglect is the second cause. But if the money now piling up in New York banks to the credit of men who are preparing an imperialistic campaign of world exploitation were distributed in higher wages, cheap credits and lower rents, there would be no need for governmental action.

Major-General William C. Gorgas is the

man who cleaned up Panama and made possible the digging of the Canal. He is the highest medical officer of the United States army, and a scientist of world reputation. He said:

"The preventable mortality in this country is greater than the mortality caused by the European war. Science knows that the chief cause of disease is poverty; that disease can never be eliminated so long as people are forced to live poorly and close together."

Here are the figures compiled in co-operation with governmental experts and indorsed by them, showing how poverty kills:

In Brookline, Mass., live the well-to-do, and the rich of Boston. Babies die in Brookline at the rate of 76 per thousand. In South Bethlehem, where live the steel workers, whose brawn and brain produce the wealth that has glutted Wall Street banks and the coffers of Broadway wine merchants, babies die at the rate of 233 per thousand.

Where the people work the hardest, their babies die the fastest. Poverty kills them. It is fair to say that the net result of the American steel industry is killing babies and making millionaires.

East Orange, N. J., is another wealthy suburban town, where no one works very hard and most of the residents work not at all. Babies die there at the rate of 78 per thousand.

Fall River, Mass., is a center of the textile industry of New England. The people there produce the wealth that is spent in towns like Brookline and East Orange, or on Fifth avenue, New York. And their babies die at the rate of 229 per thousand.

For every baby of the well-to-do that dies in East Orange or Brookline, three babies of the poor, who are also the most industrious, die in Fall River or South Bethlehem.

In Fall River wages are so low that many mothers work in the mills. Among 833 infants in Fall River, it was found that the infant mortality rate among families with non-working mothers was 160.5, and that among families with working mothers was 303.6.

But the rate of 76 deaths per thousand in Brookline or 78 per thousand in East Orange is far too high. Even in those

THE TOLL OF POVERTY.

towns there are many poor people, for even there, there is some work to be done. And the Children's Bureau of the Department of Labor found that the death rate for babies in Montclair, N. J., was only 39 per thousand in a well-to-do ward, as against 130 per thousand in a ward where the workers live.

The slaughter goes on at two and three times the Brookline or East Orange rate, not only in Fall River, but in every factory town in the country. Everywhere poverty, disease and death are greatest in towns where people work the hardest and produce the most wealth.

For instance, the infant death rates are 228 per thousand for McKees Rocks, Pa.; 176.4 per thousand for Homestead, Pa.; 190.8 per thousand for Youngstown, O., and 245 per thousand for Manchester, N. H.

There is no reason why the death rates for Brookline and East Orange should not prevail for the whole United States. They would prevail if the people were given a chance to live. According to the United States census, the infant mortality rate for the United States as a whole is 124 per thousand and the total number of children who died in 1910 was approximately 266,016. If the rate had been 77 per thousand the total number of deaths would have been reduced by 100,828 babies for that year.

In making the above comparison, the same method has been used for computing the death rates in Brookline and East Orange as for South Bethlehem, Fall River, Homestead, McKees Rocks and the other towns named.

In California, the infant mortality rate in Berkeley was 57.1 per thousand. In Los Angeles, where an anti-picketing ordinance, and government by the Merchants' and Manufacturers' Association prevents the workers from organizing, and there are many sulms and factories, the rate was 110. Climate in each case cuts down the rate, but the proportion as between economic comfort and economic want remains the same.

In New York City the United States Public Health Service found that among garment workers with annual earnings of \$666 or more the child mortality rate was 114; while among the garment workers with annual earnings of \$486 or less, it was 200.

In the figures and facts involved in this subject lie truths so shocking to any man devoted to the ideals and principles for which the American flag stands, that one wonders how any defender for the flag could

ignore this dishonor and these atrocities when he sets out to awaken the conscience of his countrymen.—Labor Clarion.

NOT TO BE FOOLED.

"Tell me noo, Jamie, what was the most wonderful thing you saw when at sea?"

"I think the strangest thing I saw was the flying-fish."

"Noo, laddie, dinna mak' a fule o' yer mither. What ever heard o' a fish fleein'?"

"Another strange thing I saw when crossing the Red Sea. We dropped anchor, and when we raised it again there was one of the wheels of Pharaoh's chariot entangled on it!"

"Ay, laddie, I'll believe that. We've Scripture for that."—Tit-Bits.

ORGANIZE.

All ye who toil to live, to this take heed,
Free-born Americans, arise, be men!
And ere unsettled tides, shall turn again
Unite—Prepare against the future's need,
Get ready now to meet the tyrant—Greed.
Fraternal love was never spent in vain,
In union's strength let reason kindly reign
To give the world our best in thought and deed.

Whatever selfish Mammon's minions say,
Experience proves there is but one safe way
For labor's, self-protection—Then be wise
And lose no time; let all hands organize—
Let common interest bind for mutual good
All workingmen in Union's brotherhood.

—Margaret Scott Hall.

THE MAN OF CHEER.

I don't know how he is on the creeds
I never heard him say;
But he's got a smile that fits his face,
And he wears it every day.
If things go wrong he doesn't complain—
Just tries to see the joke.
He's always finding little ways
Of helping other folk.
He sees the good in every one;
Their faluts he never mentions.
He has a lot of confidence
In people's good intentions.
You'll know him if you meet him,
And you'll find it worth your while
To cultivate the friendship of
The man behind the smile.

—Progress Magazine.

PREPAREDNESS

A woman, I suppose, to some of you seems out of place at a gathering of this kind. If I were the owner of the Bethlehem steel factory, you would say: "Let us pay close attention. This person manufactures cannon and shrapnel." If I were the walking delegate of a union of mechanics employed by the Remington Arms Company, you would say: "Here is an individual worthy of respect. He represents those that manufacture rifles. Let us hear what he has to say." If I were the head of a big bank, you would say: "This person supplies the money that buys the machinery that inflicts death. Let us be polite to him."

I am here to advance the proposition that merely as a war-making machine a woman has her place here the same as a manufacturer of shrapnel on a wholesale scale, or a maker of armor plate, or a mechanic turning out rifles. Woman is the manufacturer of the chief tool used in war—namely, man. For every rifle there must be a man manufactured by some woman to pull the trigger and push the shells into the magazine. For every cannon there must be a man of keen sight, born of some healthy woman who gave him good nerves, the power to aim straight amid noise, smoke and death.

More important than cannon, powder, dynamite or warships, is the war material that the women supply—the soldiers, the sailors, the officers, those that have their statues built in the market places when war is over and those that lie bleeding to death on the ground when the battle ends.

I you would listen patiently here to the walking delegate of rifle manufacturing mechanics, you should also listen patiently, if only for a few minutes, to one who may call herself a sort of walking delegate for the women who manufacture the men who carry the rifles.

Ours is the hard work, the painful work and the slow work. You can give an order to Schwab, and he will give you a million rifles in three months. A good mechanic may produce a death-dealing weapon in a few hours of work. But it takes a woman many months to produce the son who is sent to be killed with the rifle on his shoulder. And it takes her many years of patient care and anxiety to bring him up to the age where he is fit to kill or be

killed. Your factories have hastened the process of manufacturing the weapons that men produce. But there is no hastening of the process that nature lays upon woman. We are the manufacturers of all time, and it is time for some attention to be paid, when you discuss preparation for war and wholesale slaughter, to the women who must produce the real machinery of war—the men that kill and are killed. Women do not demand recognition where war is concerned as actual fighters. In their way, women have shown the physical courage on the battlefield that they show now every day in the hospitals and in child-birth.

The King of Ashantee trained his regiment of fighting women so ferocious and terrible that a half dozen of them would easily chase twenty-four big New York policemen into the North River. The women of the Germanic tribes, whom Tacitus describes, went into battle with their men, fought as savagely as they, and those that survived strangled their children and then themselves, that they might not be captured.

I wish all of those who lack appreciation of woman's place in the cosmic scheme could read Olive Schriener's book, "Woman and Labor." She defines admirably woman's contribution to war as follows. I shall read an extract from her chapter on "Woman and War:"

"Men have made boomerangs, bows, swords or guns with which to destroy one another; we have made the men who destroyed and were destroyed! We have in all ages produced, at an enormous cost, the primal munition of war, without which no other would exist. There is no battlefield on earth, nor ever has been, howsoever covered with slain, which it has not cost the women of the race more in actual bloodshed and anguish to supply, than it has cost the men who lie there. We pay the first cost on all human life.

"In supplying the men for the carnage of a battlefield, women have not merely lost actually more blood and gone through a more acute anguish and weariness, in the long months of rearing that follow; the women of the race go through a long, patiently-endured strain which no knapsacked soldier on his longest march has ever more than equalled; while even in the mat-

ter of death, in all civilized societies, the probability that the average woman will die in child-birth is immeasurably greater than the probability that the average man will die in battle."

This country talks of preparedness, and the men gathered here are especially interested in that subject. All preparation should be based in this country on justice to women. Mr. Carnegie never sees the armorplate that his steel plant produces. He certainly suffers no pain in producing it. When you take his armor and put it on your ships you pay him his price and you don't tell him that he has nothing to say about that which he has produced. When you take Mr. Schwab's shrapnel, or somebody else's submarine you admit that the maker is entitled to consideration. You cannot have any preparedness for war except such as is based upon the assumption that women will continue to supply you indefinitely with the chief material for war.

I am here to say that when this war ends England will be compelled to recognize the fact that the women who manufactured and contributed every man left dead on the Continent are entitled, in future wars, to have their say and express their will.—Mrs. O. H. P. Belmont.

LOST HIS JOB.

A well-to-do Scotch lady one day said to her gardener:

"Man Tammas, I wonder you don't get married. You've a nice house, and all you want to complete it is a wife. You know the first gardener that ever lived had a wife."

"Quite right, missus, quite right," said Tammas, "but he didn't keep his job long after he got the wife."

SOME MOURNER.

Down in Atlanta a negro, who had his life insured for several hundred dollars, died and left the money to his widow. She immediately bought herself a very elaborate mourning outfit. Showing her purchases to her friend, she was very particular in going into detail as to prices and all incidental particulars. Her friend was very much impressed and remarked:

"Them who is fine clothes, but, befo' Heaven, what is you goin' to do wid all dis black underwear?"

The bereaved one sighed:

"Chile, when I mourns I mourns."

THERE'S SOMETHING WRONG.

Arthur Goodenough.

There's something wrong when a few can feast

On viands dainty and vintage red,
When many shiver by fireless hearths
And clamorous thousands cry for bread.

There's something wrong when the rich can wear

Silks and laces and jewels fine;
While the poor to rags and to husks are heir,
And feed as the prodigal did—with swine!

There's something wrong when a few can dwell

In mansions of marble carved fair
While housed in hovels with rotting roofs
The toilers struggle with life's despair!

There's something wrong when the children spin

Their small lives into the thread they make;

Or weave their hopes by the shuttle's din
Till the small hands ache and the small hearts break!

GIVE HER EQUAL PAY.

If a lassie wants the ballot
To help run the town,
And a lassie gets the ballot
Need a lassie frown?

Many a laddie has the ballot,
Not so bright as I,
And many a laddie votes his ballot,
Overcome with rye.

If a lassie work for wages,
Toiling all the day,
And her work the laddie's equals,
Give her equal pay.

If a body pays the taxes,
Surely you'll agree
That a body earns the franchise,
Whether he or she.

—Warren Mirror.

Two friends were talking over the good fortune of a mutual acquaintance who had succeeded in gaining the hand of a rich girl.

"I didn't think Edward had it in him," said one friend. "It must have taken a lot of diplomacy on his part to win out in that venture."

"Oh, I don't know," said the other. "As a matter of fact, I happen to know that he told her the simple truth."

"You don't say so!"

"Yes, he told her he couldn't live without her."

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

LABOR DAY, 1916.

The approach of Labor Day, 1916, brings to mind the duties of organized labor toward the Day set apart in honor of labor.

It is usual to look upon Labor Day as Labor's holiday. It is a holiday in the sense that industries are suspended. In that respect, it compares to the Fourth of July, Christmas, Memorial Day or other legal holidays. But, while Labor Day is set apart in honor of labor, it was obtained only through the instrumentality of organized labor, and of all the holidays in the year, Labor Day has the greatest significance to labor and labor's cause and to the organized labor movement.

On Labor Day we celebrate the fact that organized labor has won such recognition as to have a holiday set apart in its honor. But how shall organized labor celebrate that day which it has won through long years of struggle, during which progress has not been unmingled with adversity; during which sterling trade unionists have grown old and died in the harness; during which some have been persecuted and some have been killed. The fact that we have won Labor Day is due to the belligerent trade unionism of the workers of past generations, and to the activity of present wage-earners in the trade union movement of our day.

Let us not forget that the day we celebrate is both a heritage and an opportunity, for according as we celebrate the day this year, so may the trade movement prosper in the years to come.

We are moved to make the foregoing remarks because there are so many wage-earners enrolled in the trade union move-

ment who seem to feel that Labor Day should be a holiday pure and simple. Some think the utmost observation should consist of a picnic or a social gathering, while many feel that it is a day on which each trade unionist should take his family or friends where he will. From an individualistic standpoint the latter might be all right; from a social standpoint the former might be preferred; but neither serves the cause that Labor Day represents.

If we must have social affairs; if we must have private enjoyment, and we agree that every wage-earner is entitled to both, let these desires be gratified on some other day than on Labor Day. Labor Day represents the success of our efforts in common. It also represents the day, the one day in the year, on which we serve notice on all employers and merchants as well as the public in general that the organized labor movement is a force that here, now, and hereafter proposes to have something to say about the wages and conditions of life of those who do the work of the world.

Instead of Labor Day being a holiday pure and simple, it is the one day in the year when wage-earners, being excused from working for employers, should work for labor; or, in other words, work for themselves. There is nothing they can do with one day's time to do themselves so much good as to make the most powerful demonstration possible of the strength of labor on Labor Day.

Some unions are averse to joining in the Labor Day parades. It is an effort and they would like to shirk their duty. We ask them to bear the foregoing statements in mind when considering this question and to do everything in their power to increase the showing of the strength of organized labor on Labor Day, the day sacred to its cause, to its purposes and success.

This year in particular there is especial need of organized labor making the greatest possible manifestation of strength. We are told that when the war is over there will be certain wage readjustments in numerous lines of industry which, if they occur, must directly and indirectly affect the earnings and employment of all other industries. The men of labor need to stand shoulder to

shoulder against any such forms of readjustment that, if they occur, are bound to be detrimental to the interests of labor.

We hear much in these times about preparedness. There is such a thing as labor preparedness. The men of labor need to realize that, and a good way to begin is with Labor Day, 1916, in order that the men and women now members of organized labor may consecrate themselves anew to the service of the labor movement, which, after all, is only the promotion of their own individual interests through their collective action in the organized labor movement.

BUSINESS MANAGEMENT.

An exchange says: "Incompetent employers always blame labor for their failures. If they cannot make their business pay, they say wages are too high. It is so much easier to place the blame on someone else than it is to go in and become capable themselves. If labor is to be held back because incompetence cannot make good in business, then the workers might as well prepare for everlasting slavery." We do not wish to join the ranks of the critics of business men in the conduct of business. Nevertheless, it is a notorious fact that the wages and earnings in some shoe factories are very much less than in others. It is also a fact that some of the shoe concerns that pay the highest wages and whose help earn the most money are the most prosperous, financially.

Harvard University has what is known as a "School of Business Administration." It is an endowed school separate from the regular college course, and is open only to graduates or to special students. It is reported that this school was endowed by a man whose father was in the shoe business and failed. The son afterwards became wealthy, and remembering the struggles of his father and the depressed condition of the family at the time of his father's failure, founded the Harvard School of Business Administration, partly with the idea of finding out what the matter was with his father's shoe business, and incidentally to help other business men avoid the numerous pitfalls of mismanagement.

This does not prove, of course, that all business men mismanage their business, but the mere fact that such a school exists and is patronized would seem to be fairly good evidence that there was a legitimate field for it; or, in other words, many a business man is not half so smart as he thinks he is.

Now, there are shoe factories the internal management of which indicates that either the owners or managers or both have no conception whatever of successful factory management. The different conflicting lines of shoes that are made in some shoe factories indicate that the owners do not know how to plan a selling campaign that will make a well managed shoe factory possible.

It seems to be apparent that some of the business men running shoe factories need a few lessons in business management. We judge by the discrepancies in wages and in working conditions as between different factories, for if the management of factories is a science itself, the earning power of the shoe workers should be very nearly even in all of them, which is far from being the case.

It is not our job to furnish this education in business management. We belong to a class that is supposed to know nothing about that subject. We are expected to yield to the superior wisdom of those who really know almost as little, and allow them, as superior beings, to charge the failures due to their own inefficiency to the workers whose alleged ignorance they bewail and whose organized efforts to become more intelligent and more helpful they oppose.

FICTION AND FACT.

We quote the following from the labor news column of the Lynn Daily Item of July 26, 1916:

Interest in Manchester Strike.

"Local officials of the United Shoe Workers of America are watching with interest the outcome of the strike of the Boot and Shoe Cutters in the Hoyt Brothers' factory at Manchester, N. H. Some 140 cutters are on strike, it is claimed, against the company, and the general officers of the Boot and Shoe Workers' Union with which they are affiliated. They have been on strike for a week and the settlement seems as far off as it did on the day of the strike.

"It is claimed that General President John F. Tobin visited the Manchester local several weeks ago in an effort to quiet the trouble, but to no avail. There is no doubt but the United Shoe Workers of America would be highly pleased to obtain a foothold in the New Hampshire city, so that the local interest is to be expected."

The above is what we mean by fiction. In reality it is colored news matter based upon hostile reports of an opposition faction whose wish is father to the thought, as dis-

played in the last part of the last paragraph of the quotation, which says, "There is no doubt but the United Shoe Workers of America would be highly pleased to obtain a foothold in the New Hampshire city."

The fact that the news item was so highly colored with the partisanship of the opposition faction might have caused the Lynn Item to have made some slight investigation as to the truth of the item before publication. The fact that every statement is prefaced with the stock qualification, "it is claimed," does not excuse the publication of such an item without the slightest attempt to investigate the other side.

Had the Lynn Item been willing to invest ten cents in a telephone call to our general headquarters they could have ascertained the facts, but instead they preferred to publish the fiction; at least, they did so.

Now, as to the facts. There were some machine cutters in the Manchester factory referred to who were dissatisfied, and through their local board a new price list was presented for consideration. Contrary to the provisions of our constitution and of our arbitration contract, these cutters gave an ultimatum that unless the price bill was settled to their satisfaction by Friday, July 14th, they would cease work. Being in very much of a hurry, they could not even wait until Friday, the 14th, but stopped work on Tuesday, July 11th, although they remained in the factory, thus trying to avoid the semblance of a strike, while at the same time having the same effect as a strike. On Wednesday, July 12, Organizer O'Hare visited the factory and requested the machine cutters to resume work, and notified them that in case they had not resumed work by 1 o'clock they would be fined ten dollars and suspended. At 1.30, as they had not resumed work, they were paid off and left the factory, on which many other cutters left the factory in sympathy with the machine cutters. This disorganized the room and the foreman laid off the rest until he sent for them.

This was a case of a few cutters trying to set aside the constitution of the Boot and Shoe Workers' Union, together with the arbitration contract and its terms and provisions. Organizer O'Hare went to the Union Hall in the afternoon of Wednesday and tried to reason with them, but they were obstinate and would not heed his advice. Later these rebellious cutters sent a committee to the Manchester Joint Council, but the Joint Council refused to receive

their committee and the action of these cutters was condemned by our Manchester local unions.

On failing to be supported by the Joint Council and local unions of Manchester, the cutters began to realize their mistake and they returned to work. At least all of them who could get back. Some few of the ringleaders who appeared to be influential in starting the revolt failed to secure work. The whole affair was over within a few days and had passed into history before the publication of the article in the Lynn Item.

As far as we are concerned, there is nothing to be concealed about this matter, nor anything for which we should be ashamed. The cutters who started the trouble are the only ones to have any shame. They were no doubt influenced, however, by a few parties who may have been working in the interest of the Lynn faction whose cause the Lynn Item seems desirous of serving.

The Manchester incident only serves to show that wherever this Union has made an arbitration contract, it proposes to keep it, and that any violation of its terms will not be condoned. It serves further to show that aside from a few hot-heads that may be unduly influenced, the great body of the membership of the Boot and Shoe Workers' Union is in full sympathy with the laws and policy of the Boot and Shoe Workers' Union as laid down in its constitution and as exemplified in its arbitration contract. This is proved by the fact that the Joint Council and local unions of Manchester endorsed the general union and condemned the action of these hot-headed cutters.

There was no strike against the general officers, as reported in the Lynn Item. Neither did General President Tobin visit Manchester to endeavor to quiet the trouble, as stated in the Lynn Item.

Had the Lynn Item called us up on the telephone we would gladly have placed the facts before them, and they could have been assured that our statement would have been correct, as we had knowledge of the matter, while the item that they printed was based purely upon gossip and malicious misrepresentation.

LABOR MUST BE SELF RELIANT.

In this issue, under the heading, "The Minimum Wage by Law," we are printing the report of the Minimum Wage Commission of the National Civic Federation, from which it appears that the Commission, composed of employers, labor members, repre-

sentative women and representatives of the public, are unable to agree as to the wisdom of any legislation undertaking to establish a minimum wage by law.

It has long been the contention of labor that wage-earners must find their strength within themselves; or, in other words, must be self reliant, and accomplish their desires through their own efforts.

This, of course, does not mean that they shall act as individuals except in support of their common purpose and understanding. The power of the individual wage-earner has been well illustrated by the bundle of sticks, each of which could be broken very easily when taken alone, but all of which combined were too strong to be broken except by tremendous forces.

It is when wage-earners get together, organize, perfect their organization, take wise counsel, and proceed with plan, method and allied strength in co-operation, that they begin to assume the strength of the proverbial bundle of sticks. And it is in their associated efforts and through their co-operative movements that they must work out their own salvation.

The report to which we have referred recognizes the impossibility of the individual worker dealing with the employer on equal terms, and this statement is accompanied with a confession of weakness; namely, that the great mass of women workers, because of their youth and their brief tenure of industrial status, are unorganized and are likely to remain so. If this confession is true, what is the remedy? Surely the establishment of a minimum wage by law is not a cure. Again referring to the report we find a statement that statistics show where such legislation has been in effect there are, as a matter of fact, less women employed, though the wage is somewhat higher. This simply proves that the employers have adjusted themselves to the new condition and are buying just as much, or more, labor for the dollar, by the simple expedient of getting more work done per individual.

This throws a certain number of female workers out of employment and is not by any means a solution of the question. To undertake to establish minimum wages by law is equivalent to undertaking to make employers good by law. This is not said in criticism of employers, but merely expresses the belief that attempts to make people good by law are fore-doomed to failure, and we regard the minimum wage question through legislation as one of those attempts.

We are not disposed to pass such legislation. Neither can we acclaim it as a cure-all. We have altogether more confidence in educational processes, slow, but demonstrating a permanent growth by which wage-earners are being convinced daily and yearly in increasing numbers, that the only way to make an employer good is to let him know that he is dealing with organized employees, so that no matter how many units may be dissipated through marriage, sickness or change of occupation, the force of employees are still a unit in dealing with all questions of wages and conditions of labor within that establishment.

This is the only way by which wage-earners can have a voice in the sale of their own labor power. It is the collective bargain principle, in which the individual worker finds himself entitled to a voice in the sale of his own labor through co-operating with his fellow workers in organization.

No amount of philanthropy or of sociological study or legislative effort will supply to the wage-earners of any class or condition anything approaching the same protection that can be realized through trade union effort. It may take a long time for the workers in unorganized callings to realize this fact, but sooner or later the intelligence must come to them, to be followed by action along trade union lines and the attainment of results comparable with those that have been secured after many years of struggle by the workers of the organized trades and callings.

FRANK M. BUMP REAPPOINTED.

Wednesday, July 26th, Governor McCall of Massachusetts reappointed Frank M. Bump as a member of the Massachusetts Board of Conciliation and Arbitration. This appointment is of considerable interest to this organization and its members because of the fact that all of our Union Stamp factories in the state of Massachusetts are working under arbitration contracts under which all disputes are referred to the Massachusetts State Board of Arbitration for final decision.

Mr. Bump has served three years on this Board as the labor member thereof, and we think it is generally agreed that his service on the Board has been both conscientious and competent in a high degree. He was well fitted for the position in the first place, by reason of having previously served the Board as expert in a great many cases and was therefore thoroughly familiar with the procedure of the Board and the routine

of its work, besides being in full sympathy with the purposes for which the Board is organized.

It was naturally to be expected that his reappointment would follow as a matter of course; but, nevertheless, we feel that Governor McCall is to be commended for making the appointment, because it is understood that considerable political pressure was brought to bear upon the Governor to make an appointment not based upon merit or upon anything else but a division of political spoils. It is understood even now, that some of the political elements that had sought to bring about the appointment of another in the place of Mr. Bump cannot understand how it happened, but to us it appears a very simple matter. Mr. Bump, through his services as a very efficient member of the Board, merited reappointment. The Governor recognized merit and refused to yield to political pressure exerted on behalf of a candidate less fit for the position, and we wish again to commend the action of Governor McCall in this regard.

BRIEFS.

Remember Labor Day, 1916. Put your shoulder to the wheel and help the cause.

Labor Day is the one day in the year where personal service counts. Throughout the year you can pay your dues and support the movement, that is essential, but on Labor Day your personal presence and service counts for more than the same effort at any other time.

A grand Labor Day celebration not only serves to show the powers opposed to us that we have the strength, the numbers and the determination to achieve our purposes, but by getting our own forces together and in making the largest possible demonstration, getting out the last possible member, we infuse our own people with confidence and enthusiasm so that they may go forward to another year's effort with greater confidence.

The Labor Day parade is the greatest possible aid of labor's cause. It gives the employers and manufacturers and merchants a more adequate conception of the strength of organized labor. Suppose the building trades turn out to a man. It must impress the builders of real estate that it is folly to undertake to build buildings with non-union labor. Suppose all the trades turn out with full strength; then every

merchant might naturally think it would be to his advantage to carry union label goods.

No matter whether your trade is a union label trade or not, we want to impress the employers of labor with the fact that they should employ union labor, and we want to impress the handlers of the products of labor that they should handle the products of union labor. Notwithstanding all our forms of organizations, local unions, central bodies, state branches and the American Federation of Labor itself, Labor Day is the one grand time in the year when our greatest effort should be made in behalf of our common cause.

We have not said much about Mexico, but one fact appears to us especially deserving of mention; that Samuel Gompers, President of the American Federation of Labor, asked General Carranza, by letter, to release the American soldiers imprisoned after the Carrizal fight, and that, also by letter, from General Carranza addressed to Samuel Gompers, the announcement was made that he had ordered the soldiers to be liberated, and they were liberated. This seems to establish the fact that if war or intervention is avoided, Samuel Gompers and the American Federation of Labor is entitled to a very large share of the credit.

A legislative investigation has disclosed the fact that the New York police had tapped the telephone wires leading to a number of labor headquarters. It was disclosed, also that telephone wires of employers, strike breaking agencies and detective bureaus were not tapped. From this it appears that the New York police authorities tried and condemned the labor unions in advance, while the lawless elements in opposition were white-washed. Meanwhile Burns, the notorious anti-union private detective, raided the office of a firm of lawyers without warrant and copied private correspondence. Of course, the lawyers brought him into court, but probably had the same thing happened to the records and correspondence of a labor office, Burns would have escaped scot free. And yet the lawyers will persist in telling us that every man stands equal before the law.

"Secession from the organized labor movement or attempts to disrupt existing organizations mean to the wage-earners the destruction of their one means of protection. Whatever the purpose of advocates of secession may be, their propaganda is fatal

to the democratic organization of workers, fatal to the interests of the seceders, cowardly desertion of the general interests of all the workers. If the cause for which seceders stand is just, they would be willing to remain among their fellows and to work for the establishment of their ideals of justice."—Samuel Gompers.

INSTRUCTIONS WANTED.

Congressman Hull of Iowa sent free seeds to a constituent in a franked envelope, on the corner of which were the usual words, "Penalty for private use, \$300." A few days later he received a letter which read:

"I don't know what to do about those garden seeds you sent me. I notice it is \$300 fine for private use. I don't want to use them for the public. I want to plant them in my private garden. I can't afford to pay \$300 for the privilege. Won't you see if you can't fix it so I can use them privately? I am a law-abiding citizen, and do not want to commit any crime."—Christian Register.

CRUELTY.

A woman entered a railway train crowded with winter tourists and happened to take a seat in front of a newly married couple. She was hardly seated before they began making remarks about her, which some of the passengers must have heard.

Her last year's bonnet and cloak were fully criticized with more or less giggling on the bride's part, and there is no telling what might have come next if the woman had not put a sudden stop to the conversation by a bit of clever feminine strategy.

She turned her head, noticed that the bride was considerably older than the bridegroom, and, in the smoothest of tones, said:

"Madam, will you please have your son remove his feet from the back of my chair?"—Exchange.

VALUE OF LEARNING.

Teacher—I wonder what your mother would say if she knew how backward you are in geography?

Girl—O! my mother says she never learnt jogfry and she's married, and Aunt Sally says she never learnt jogfry and she's married; and you did learn jogfry and you ain't married!

THE BRAVEST BATTLE.

The bravest battle that ever was fought!
 Shall I tell you where and when?
 On the maps of the world you will find it
 not;
 'Twas fought by the mothers of men.
 Nay, not with cannon or battle-shot,
 With sword or noble pen,
 Nay, not with eloquent words or thought
 From mouths of wonderful men!
 But deep in a walled-up woman's heart—
 Of a woman that would not yield,
 But bravely, silently bore her part—
 Lo, there is a battlefield!
 Yet, faithful as a bridge of stars,
 She fights in her walled-up town—
 Fights on and on in the endless wars;
 Then silent, unseen, goes down.
 O spotless woman in a world of shame,
 With splendid and silent scorn,
 Go back to God as white as you came—
 The kingliest warrior born!
 —Joaquin Miller—The Citizen.

HER VIEWPOINT.

"Girls!" called Aunt Broadhead.
 "Ma'am?" they answered as they fluttered
 around her.
 "Men," proceeded the wise old woman,
 "are practically all reprobates. I have married and buried four of the wretches, and know where of I speak. They are but little above the animals—selfish, domineering and greedy. The less they know the more conceited they are. They are dogmatic, tactless and tyrannical. But—drat 'em!—as they are all there is for us women to wed, we will go right on marrying them and doing our best to make something out of the poor material provided us."

BUT HE DIDN'T GET IT.

He was Scotch all right, was Sandy MacGregor, and had mislaid his wallet containing \$500.00 at the railway station.

He telegraphed his loss to the railway station agent and the wallet was kept until his return a month later.

The finder, a young clerk, handed MacGregor the missing wallet and stood in an attitude of eager expectation. The Scot unheedingly counted his money and then looked long and suspiciously at the young clerk.

"Isn't it right?" stammered the latter in bewilderment.

"Right! Right! It's right enough," said MacGregor, "but whur's the month's interest?"

.. FRENCH DEPARTMENT ..

JOUR DU TRAVAIL, 1916.

La date du Jour du Travail de 1916 rappelle les devoirs du travail syndiqué envers le Jour reconnu comme fête légale pour honorer le travail.

Le Jour du Travail est observé comme fête légale, en ce sens, que l'on suspend le travail de toutes les industries. Ce jour ressemble au quatre juillet, Noël, Memorial Day, ou autres fêtes légales. Quoique le Jour du Travail ait été rodonné pour honorer le travail, il faut se rappeler que cette fête est due aux efforts du travail syndiqué. De toutes les fêtes légales de l'année, ce jour signifie plus que tout autre pour la cause du travail et le mouvement ouvrier.

Au Jour du Travail nous célébrons le fait que le travail syndiqué a obtenu d'être reconnu et d'avoir une fête légale spéciale en son honneur. Mais, comment le travail syndiqué doit-il célébrer ce jour obtenu par des luttes de longues années, durant lesquelles le progrès n'a pas été sans mélange avec l'adversité; durant lesquelles des unionistes de métiers, de haute qualité, ont vieilli et sont tombés sur le champ de bataille; durant lesquelles quelques uns ont été persécutés et ont même perdu la vie. Le fait que nous avons gagné le Jour du Travail est dû à l'unionisme de métier belligérant des travailleurs des générations passées, et à l'activité des travailleurs à gages actuels dans le mouvement de l'union ouvrière.

Rappelons-nous que le jour que nous célébrons est un héritage et une opportunité, parce le mouvement ouvrier aura un avenir prospère en autant que nous saurons l'observer dignement cette année.

Nous nous permettons de faire les remarques qui précèdent parce que nous voyons tant de travailleurs à gages enrôlés dans le mouvement ouvrier, qui semblent croire que le Jour du Travail devrait être simplement une fête légale comme les autres. Quelques uns pensent que son observance devrait consister en un pique-nique ou réunion sociale tandis que beaucoup sentent, qu' en ce jour, chaque unioniste de métier devrait réunir sa famille ou ses amis et agir à loisir. Au point de vue individuel ce dernier plan peut être bon; au

point de vue social le premier est préférable; ni l'un ni l'autre, cependant, saurait servir la cause que le Jour du Travail représente.

Si nous devons avoir des réunions sociales; si nous devons nous réjouir privément; et nous est avis que l'ouvrier a droit à tout cela, que ces désirs soient gratifiés à une autre date que celle du Jour du Travail. Le Jour du Travail représente le succès de nos efforts combinés. Il représente aussi le jour, le seul jour dans l'année, quand nous annonçons à tous les patrons et marchands, ainsi qu' au public en général que le travail syndiqué est une puissance, laquelle, maintenant, et à l'avenir, se propose d'avoir quelque chose à dire à propos des gages et des conditions laborieuses de ceux qui travaillent dans le monde.

Au lieu d'être une fête légale pure et simple, le Jour du Travail est un jour dans l'année quand les travailleurs à gages doivent travailler pour eux-mêmes et oublier un peu le patron; ou, en d'autres mots, ils doivent penser à eux-mêmes. Ce jour doit donc être employé à organiser la plus grande démonstration possible pour démontrer la puissance du travail en ce Jour du Travail.

Quelques unions ont une certaine répugnance à s'unir à une parade du Jour du Travail. C'est un effort pour elles, et l'on semble chercher à s'abstenir de ce devoir. Nous leur demandons de méditer ce que nous avons dit plus haut quand cette question sera considérée et de faire l'impossible pour démontrer la force de l'ouvrier le Jour du Travail, le jour consacré à sa cause, au but qu' il poursuit et à son succès.

Cette année surtout nous avons besoin, plus que jamais, de faire une puissante manifestation de notre force. On dit qu' aussitôt la guerre terminée, certaines industries feront des changements dans les gages. Si cela arrive, ces changements affectant, directement et indirectement les revenus et l'emploi dans toutes les autres industries. Les travailleurs doivent s'unir pour s'opposer à tout changement qui pourrait nuire à leurs intérêts.

Nous entendons parler souvent de préparation. Ayons notre préparation ouvrière.

Les travailleurs doivent le réaliser, et un bon moyen est de commencer avec le Jour de Travail 1916, afin que tous les hommes et femmes qui sont membres du travail syndiqué se consacrent de nouveau au service du mouvement ouvrier, le seul qui puisse promouvoir leurs intérêts particuliers et collectifs.

DIRECTION DES AFFAIRES.

Un échange dit: "Les patrons incompetents blâment toujours le travail pour leur manque de succès. Si les affaires ne réussissent pas, ils disent que les gages sont trop élevés. Il est bien plus facile de blâmer les autres que d'essayer à se rendre compétent soi-même. Si le travail doit être retenu parce que l'incompétence ne peut réussir en affaires, le travailleur fera bien de se préparer pour l'esclavage perpétuel. "Nous ne désirons entrer dans les rangs de ceux qui critiquent les hommes d'affaires dans la direction de leurs entreprises. Néanmoins, il est notoire que les gages et les revenus de certaines manufactures sont plus bas que d'autres. Il est aussi certain que certaines compagnies de chaussures payant des gages plus élevés et dont les employés gagnent le plus d'argent sont les plus prospères, financièrement.

L'Université Harvard a ce qu' on connaît comme "Ecole pour l'administration des affaires." C'est une école dotée et séparée du cours régulier du collège, et n'est ouverte qu' aux gradués ou aux étudiants spéciaux. On rapporte que cette école fut fondée par un homme dont le père fit faillite dans les affaires de chaussures. Le fils étant devenu riche, et se rappelant les luttes de son père et la condition de dépression de la famille au temps de la faillite du père, fonda l'Ecole pour l'administration des affaires de l'université Harvard, en partie pour étudier les raisons qui empêchèrent son père de réussir, et, incidemment, pour venir en aide à d'autres hommes d'affaires et leur faire éviter les nombreux trébuchements causés par une mauvaise direction.

Ceci ne prouve pas, naturellement, que tous les hommes d'affaires conduisent mal leurs entreprises, mais le simple fait qu' une telle école existe et reçoit du patronage est une assez bonne évidence de sa nécessité; ou, en d'autres mots, beaucoup d'hommes d'affaires ne sont pas la moitié aussi capables qu' ils le prétendent.

Maintenant, nous avons des manufactures de chaussures dont la direction intérieure indique que les propriétaires ou les gérants, ou peut-être le deux, n'ont aucune concep-

tion de la bonne direction d'une manufacture. Les différentes lignes de chaussures qui se font dans certaines manufactures indiquent que les propriétaires ne savent comment organiser un plan de campagne pour faire des ventes possibles dans une manufacture bien dirigée.

Il est évident que certains hommes ayant des manufactures de chaussures ont besoin de prendre quelques leçons dans la direction des affaires. Nous jugeons par la différence qui existe dans les manufactures dans les gages et les conditions laborieuses, car si la direction d'une manufacture est une science elle-même, les gages des ouvriers en chaussures devraient être à peu près égaux partout, ce qui n'existe pas.

Ce n'est pas à nous de donner cette éducation de bonne direction des affaires. Nous faisons partie d'une classe qui est supposée ne rien connaître sur ce sujet. On est supposé céder à la ségesse supérieure de ceux qui réellement connaissent bien peu et les laisser, à titre d'êtres supérieurs, rendre responsables de leurs faillites les pauvres ouvriers dont l'ignorance supposée ne pourrait pourtant se comparer à l'inefficacité de ces gérants qui se croient si capables quand en réalité ils connaissent peu de chose.

LE TRAVAIL DOIT SE FIER A LUI-MÊME.

Dans ce numéro, sous le titre, "Le minimum des gages par la loi," nous publions le rapport de la commission de la Fédération civique nationale concernant le minimum d'egages, duquel il paraît que la commission, composée, de patrons, de membres du travail, de femmes représentatives et de représentants du public, ne peut s'entendre sur les moyens législatifs à prendre pour l'établissement d'un minimum de gages légal.

Le travail a toujours affirmé depuis longtemps que les travailleurs à gages doivent trouver leur force chez eux-mêmes; ou, en d'autres mots, ils doivent être indépendants, et accomplir ce qu' ils désirent par leurs propres efforts.

Ceci ne veut pas dire qu' ils doivent agir individuellement si ce n'est que pour appuyer ce qu' ils croient être juste dans leur cause commune. La puissance du travailleur à gages a été bien illustrée par le faisceau de batons. On peut facilement les briser un à un, mais il faudrait une force extraordinaire pour le briser si on les réunit ensemble.

C'est quand les travailleurs à gages

s'unissent; qu' ils se syndiquent, perfectionnant leur organisation; qu' ils agissent avec sagesse, et qu' ils procèdent avec délibération, méthode et force alliée de co-opération, qu' ils commencent à prendre la force du faisceau de batons proverbial. Et c'est au moyen de leurs efforts combinés et de leurs mouvements co-opératifs qu' ils trouveront le salut.

Le rapport dont nous avons parlé reconnaît l'impossibilité du travailleur individuel à s'entendre avec le patron sous des termes égaux, et cette admission est une confession de faiblesse; c'est-à-dire, que la grande masse de femmes travailleuses, à cause de leur jeunesse et de la courte période qu' elles demeurent dans l'industrie, ne sont pas syndiquées et ne le seront probablement pas. Si cette confession est vraie, quel est le remède? L'établissement d'un minimum légal de gages n'en est certainement pas un. Dans ce rapport nous trouvons encore que les statistiques démontrent que là où une telle législation a été en force, il y a eu, comme matière de fait, moins de femmes employées, même si les gages sont un peu plus élevés. Cela prouve simplement que les patrons se sont adaptés à la nouvelle condition et qu' ils peuvent se procurer autant, sinon plus de travail pour une piastre, en se servant du simple expédient d'exiger plus de travail individuel.

Ceci a pour effet de faire chômer un certain nombre de femmes travailleuses, et ce n'est pas une solution de la question. Essayer à établir un minimum de gages légal équivaut à trouver un moyen légal de rendre les patrons bons. Ceci n'est pas une critique des patrons, mais l'expression de la croyance que toute tentative de forcer légalement le peuple à devenir bon est voué au fiasco, et nous mettons la question du minimum de gages au moyen de législation au nombre de ces tentatives.

Nous ne sommes pas disposés à passer une telle législation. Ni l'acclamerions-nous comme remède à tout guérir. Nous avons bien plus confiance aux procédés d'éducation, lents, mais démontrant une croissance permanente par laquelle les travailleurs-à-gages deviennent constamment convaincus, chaque jour et chaque année, en nombre de plus en plus grand, que le seul moyen de rendre un patron bon est de le convaincre qu' il traite avec des employés syndiqués, de sorte que quand des changements se font par mariage, maladie ou changement d'occupation, la force des employés demeure toujours la même quand il s'agit de traiter avec toutes les questions

de gages et conditions laborieuses dans leur association.

C'est le seul moyen par lequel les travailleurs à gages peuvent avoir voix dans la vente de leur propre travail. C'est le principe du marché collectif, dans lequel l'individu se voit ayant droit à se faire entendre dans la vente son propre travail au moyen de co-opération avec ses camarades de l'organisation.

Aucun montant d'étude philanthropique ou sociologique ou d'effort législatif saurait donner au travailleur d'aucune classe ou condition, même un semblant de la protection qu' il peut avoir au moyen de ses propres efforts comme homme du métier. Ceux qui sont non-organisés ne comprendront peut-être pas ce fait à présent, mais cela viendra plus tôt ou plus tard, et sera suivi d'action semblable aux efforts de ceux qui, pendant des années, ont combattu pour gagner ce qu' ils ont accompli par l'union de métiers.

FICTION ET FAIT.

Nous citons ce qui suit du Lynn Daily Item du 26 juillet, 1916, dans sa colonne traitant de nouvelles concernant les unions de travail.

Intérêt Dans La Grève De Manchester.

Les officiers locaux des "United Shoe Workers of America" examinent avec intérêt les résultats de la grève des "Boot and Shoe Cutters" dans la manufacture des frères Hoyt à Manchester, N. H. Quelques 140 coupeurs sont en grève, dit-on, contre la compagnie, et les officiers généraux de l'Union des "Boot and Shoe Workers" à laquelle ils sont affiliés.

On prétend que la président-général John F. Tobin a visité la locale de Manchester il y a quelques semaines dans le but de pacifier les choses, mais sans succès. On ne doute pas que les "United Shoe Workers of America" seraient des plus heureux de s'implanter dans cette ville du New Hampshire, de sorte qu' on doit s'attendre à voir de l'intérêt local.

Ce paragraphe est ce que nous entendons par fiction. En réalité ce sont des nouvelles grandement colorées, basées sur des rapports hostiles d'une faction opposante dont le désir a fait jaillir la pensée, tel que le fait paraître la dernière partie du dernier paragraphe de la citation, qui dit, "On ne doute pas que les 'United Shoe Workers of America' seraient des plus heureux de s'implanter dans cette ville du New Hampshire."

Le fait que cette nouvelle était si étrangement colorée avec l'esprit de partisan d'une faction opposante, aurait pu porter le Lynn Item à faire quelque recherche afin de

s'enquérir de la vérité avant de la publier. Le fait qu' on fait tout précéder du qualificatif typographié, "on dit," n'excuse pas la publication d'un item sans aucune investigation.

Si le Lynn Item avait dépensé dix sous pour téléphoner à nos quartiers- généraux, on aurait pu s'enquérir des faits, mais on a préféré publier la fiction; c'est du moins ce qui a été fait.

Maintenant, donnons les faits. Certains coupeurs sur machine n'étaient pas satisfaits dans la manufacture de Manchester déjà mentionnée, et l'on présenta une nouvelle liste de prix par le bureau local pour être prise en considération. Contrairement aux provisions de notre constitution et à notre contrat d'arbitrage, ces coupeurs donnèrent un ultimatum qu' à moins que leur demande soit réglée à leur satisfaction vendredi, le 14 juillet, ils quitteraient l'ouvrage. Hâtant les choses, ils n'attendirent pas à vendredi, le 14, mais quittèrent l'ouvrage mardi, le 11 juillet, demeurant à la manufacture toutefois afin de faire croire qu' ils désiraient éviter une grève, tout en ayant le même effet d'une grève. Mercredi, le 12 juillet, l'organisateur O'Hare visita la manufacture et priva les coupeurs de retourner à l'ouvrage, les notifiant que s'ils ne se rendaient pas à cette requête vers une heure ils subiraient une amende de dix piastres et seraient suspendus. A 1 h 30, comme ils n'avaient pas repris l'ouvrage, ils reçurent leurs gages et laissèrent la manufacture; beaucoup d'autres coupeurs laissèrent aussi en sympathie avec les coupeurs sur machine. Ce département se trouvant désorganisé, le contremaître renvoya les autres jusqu'à prochain ordre.

C'était tout simplement le cas de quelques coupeurs essayant à mettre de côté la constitution de l'Union des "Boot and Shoe Workers," ainsi que le contrat d'arbitrage, ses termes et provisions. L'organisateur O'Hare se rendit à Union Hall dans l'après midi de mercredi et chercha à les persuader, mais ils demeurèrent obstinés et refusèrent d'écouter tout conseil. Plus tard ces coupeurs rebelles envoyèrent un comité au conseil uni de Manchester, qui refusa de le recevoir, et leur action fut condamnée par les unions locales de Manchester.

Ne recevant aucun appui du Conseil uni et des unions locales de Manchester, les coupeurs commencèrent à réaliser leur erreur et retournèrent au travail. Au moins, tous ceux qui le purent retournèrent. Quelques uns des chefs qui dirigèrent la révolte ne purent trouver de l'emploi. Toute l'affaire ne dura que quelques jours et était

déjà de l'histoire ancienne avant la publication de l'article dans le Lynn Item.

En ce qui nous concerne, il n' y a rien à cacher dans cette affaire, et nous n' avons aucune raison d'avoir honte de nos actes. Les coupeurs qui furent les instigateurs du trouble sont les seuls qui devraient rougir. Ils furent sans doute influencés, toutefois, par certaines gens qui ont pu travailler dans l'intérêt de la faction de Lynn que le Lynn Item semble si désireux de servir.

L'incident de Manchester sert à démontrer que quand cette Union consent à un contrat d'arbitrage, elle se propose de le garder, et qu' elle n'encouragera jamais aucune violation de ses termes. De plus, cet incident prouve qu' à part quelques têtes chaudes qui peuvent être injustement influencées, le grand corp qui compose l'Union des "Boot and Shoe Workers" sympathise avec ses lois et ses méthodes d'après sa constitution et exemplifiées dans son contrat d'arbitrage. Ceci est appuyé par le fait que le Conseil uni et les unions locales de Manchester endossèrent l'Union générale et condamnèrent l'action de ces coupeurs à tête chaude.

Il n' y eut aucune grève contre les officiers généraux, tel que rapporté dans le Lynn Item. Le président-général Tobin ne visita pas Manchester dans le but de pacifier les choses, tel que publié dans le Lynn Item. Si ce journal nous avait téléphoné nous nous serions fait un plaisir de donner les faits tels qu' ils existent; tout aurait été véridique, parce que nous avions occasion de connaître les choses, tandis que ce que l'Item a publié était basé sur du comérage et de fausses représentations.

ACHETZ DES PRODUITS PORTANT LE CACHET.

On ne saurait trop insister auprès des membres du travail syndiqué sur la nécessité d'acheter des produits de toutes sortes portant le Cachet de l'Union.

On a dit et réitéré maintes fois, et l'on ne saurait contredire le fait que quand un travailleur à gages dépense une piastre pour des produits ne portant pas la marque d'honnête travail, il emploie des non-unionistes tout autant que s'il était en affaire pour lui-même et emploierait des ouvriers sous sa direction personnelle.

Il y a un vieux dicton qui dit qu' on ne peut servir deux maîtres. En ce qui concerne le mouvement du Cachet de l'Union, l'achat doit se faire d'un côté ou de l'autre. Celui qui achète doit employer du travail unioniste ou non-unioniste; il ne peut faire les

deux. Voici un cas que l'ouvrier ne peut éviter, quoi qu'il fasse. Quand il dépense une piastre pour quelque chose il emploie l'influence de cette piastre et du travail qui l'a gagnée, soit pour ou contre lui-même et les siens.

Si la piastre est dépensée pour des produits portant le Cachet de l'Union, elle donne du travail à l'ouvrier unioniste; elle donne au compagnon unioniste d'un autre métier l'appui auquel il a droit et qu'on lui demande d'accorder lui-même.

Quand une piastre est dépensée pour des produits le portant Cachet de l'Union c'est l'acte consistant d'un véritable membre d'union de métier qui a foi en la solidarité du mouvement d'union de métier en général, et qui croit au devoir de chaque métier d'appuyer tous les autres, ainsi qu'à l'obligation que chaque individu a de faire sa part entière.

Quand un travailleur, unioniste dépense une piastre pour des marchandises ne portant pas la marque honnête, c'est un traitre à la cause de l'Union, tout autant qu'un officier militaire qui livrerait les secrets militaires de son pays à un ennemi. Il n'y a pas d'acte plus traitre que celui du travailleur à gages qui arrache le travail d'un compagnon unioniste pour le donner à celui qui s'oppose au mouvement ouvrier au moyen d'achats qu'il accorde aux non-unionistes.

Un membre qui fait partie d'une union de métier et qui agit ainsi ne peut se défendre; il n'a aucun argument; il n'a pas même un semblant d'excuse. Il peut bien dire qu'il achète là où il peut faire le meilleur marché, mais ce n'est pas une excuse.

Nous condamnons le patron qui achète là où il peut le faire à bon marché. Nous soutenons que le patron doit prendre en considération la condition physique, mentale et morale des travailleurs; qu'il faut faire face aux exigences de la vie en accordant au travailleur des gages assez élevés pour améliorer sa condition. Conséquemment, le patron doit donner plus aux ouvriers unionistes qu'aux autres.

Comme le travailleur unioniste serait inconsistent si, après avoir soutenu que le patron doit lui payer des gages plus élevés parce qu'il est syndiqué, il dépensait ces mêmes gages élevés à appuyer les gages plus bas et les conditions moins favorables des métiers non-syndiqués, employant des travailleurs opposés à l'Union et condamnant en même temps ses compagnons de travail des autres métiers syndiqués à la perte de leur emploi, dû au manque de patronage de ces unionistes ainsi-nommés qui, en retenant leur pouvoir d'achat, trahissent leur propre cause.

Le fait que certains membres du travail syndiqué sont négligents ou sans principes à cet égard n'est pas une excuse pour ceux qui connaissent mieux. Chaque individu a une responsabilité à lui; il doit y faire face. Il ne peut donner cette responsabilité à un autre, ni peut-il se justifier en disant que les autres agissent ainsi.

Il est à-peu-près temps pour le mouvement d'union de métiers de scruter un peu. Il est bon de connaître ceux qui sont avec nous et contre nous. Si un individu est pour nous à la manufacture où il travaille, mais contre nous au magasin où il achète ses produits, sa conduite est trop lâche pour qu'il soit un camarade digne de notre cause. Ce serait plus honnête de se prononcer ouvertement entre le travail syndiqué et de ne pas prétendre à une affiliation qu'il trahit.

Le travail le plus utile que pourrait peut-être faire une organisation laborieuse dans aucun métier serait de nommer des comités qui feraient investigation sur la conduite des membres en ce qui se rapporte aux achats qu'ils font pour ou contre la cause commune.

L'on croit avec raison que si notre puissance d'achat était égale à notre puissance comme producteurs, les conditions des travailleurs à gages seraient bien améliorées. L'importance du résultat justifie qu'on prenne les plus énergiques mesures pour surmonter l'indifférence et la négligence, ou l'ignorance qu'on voit chez un grand nombre des travailleurs à gages syndiqués d'aujourd'hui. Si nous voulons avoir un avenir plus glorieux et lucratif, nous devons essayer de surmonter, ou du moins réduire au minimum, le manque de loyauté à la cause du travail syndiqué qui existe actuellement. Nous ferons tout en notre pouvoir pour induire tout homme et femme affiliés au mouvement de l'union de métiers à se servir de leur puissance d'achat dans l'intérêt de leurs compagnons de travail et de leur cause commune.

PETITES NOTES.

Rappelez le Jour du Travail de 1916. Unissez-vous pour aider la bonne cause.

Le Jour du Travail est le jour de l'année quand les services personnels comptent. Durant l'année, il est assurément essentiel de payer ses cotisations pour supporter le mouvement, mais au Jour du Travail votre présence personnelle et vos services comptent plus que le même effort dans aucun autre temps.

Non seulement une grande célébration du Jour du Travail sert à démontrer aux pouvoirs qui nous opposent que nous avons la force, le nombre et la détermination pour parvenir au but proposé, mais en unissant nos forces afin d'avoir une aussi grande démonstration que possible, ne laissant pas un membre de côté, notre peuple devient infus d'une confiance et d'une enthousiasme qui dureront pendant toute l'année.

La parade du Jour du Travail est le plus grand aide possible à la cause laborieuse. Cela donne aux patrons, aux manufacturiers et aux marchands une plus juste conception de la force du travail syndiqué. Supposons que les métiers de construction paraissent tous sans exception. Cela démontrera aux constructeurs d'immeubles qu'il serait folie de construire un édifice avec des non-unionistes. Supposons que tous les métiers s'unissent pour cette démonstration, chaque marchand viendra à la conclusion naturelle qu'il sera de son avantage d'avoir des marchandises portant le Cachet de l'Union.

Que votre métier ait un Cachet ou non, nous désirons impressionner les patrons du travail avec le fait qu'ils devraient employer des ouvriers unionistes, et nous voulons impressionner tous les négociants qu'il est de leur avantage de garder des produits portant le Cachet. Nonobstant toutes nos formes d'organisations, nos unions locales, nos corps centraux, nos branches d'état et la Fédération Américaine du Travail elle-même, le Jour du Travail est le jour par excellence quand nos plus ardents efforts doivent se combiner pour la cause commune.

Nous avons dit peu de choses à propos du Mexique, mais un fait nous paraît surtout digne d'une mention spéciale; c'est que Samuel Gompers, président de la Fédération Américaine du travail, demandau au général Carranza, par lettre, de libérer les soldats Américains emprisonnés après la bataille de Carrizal, et que, par lettre aussi, du général Carranza à Samuel Gompers, on annonça que les soldats avaient été libérés et ils furent libérés. Ceci semblerait établir le fait que si la guerre ou l'intervention sont évitées, Samuel Gompers et la Fédération Américaine du Travail ont droit à une large part d'honneur.

Une enquête législative a dévoilé le fait que la police de New York avaient intercepté les fils téléphoniques d'un grand nombre de quartiers-généraux du travail. Il fut aussi dévoilé que la chose ne se fit pas

pour les patrons, les agences de briseurs de grèves et bureaux de détectifs. Cela démontrerait que les autorités de la police de New York jugèrent et condamnèrent les unions ouvrières d'avance, tandis que les éléments d'injustice furent absouts. En attendant, Burns, le détective notoire anti-unioniste, entra le bureau d'une association d'avocats, sans warrant, et prit copie de correspondance privée. Les avocats le traînèrent en cour, mais si la même chose était arrivé dans un bureau de travail, Burns aurait sans doute échappé. Et les avocats persistent à nous dire que nous sommes tous égaux en face de la loi.

"Scission du mouvement du travail syndiqué ou la tentative de causer du trouble dans les organisations existantes, sont un signe de destruction des moyens de protection pour le travailleur à gages. Quelque soit le but des partisans de la scission, leur propagande est fatale à l'organisation démocratique des travailleurs, fatale aux intérêts des scissionnaires, et est une désertion lâche des intérêts de tous les travailleurs. Si la cause des scissionnaires est juste, ils devraient demeurer parmi leurs compagnons et travailler à l'établissement de leurs idées de justice."—Samuel Gompers.

EFFICIENCY EXPERT.

The devil opened the furnace door
And heaved in a shovel of coal,
When out there popped on the scorching
floor

A truculent, half-naked soul.
"Look here, good devil," it said, "I pray
You will pardon my seeming haste,
I am—you must listen to what I say—
Appalled at your awful waste!

"Two-thirds of your heat goes up the flue,
Your coal is but half consumed;
If a modern plant should compete with you
This business were surely doomed.
Your times and motions I've studied well
As you hustle the sinners in,
And I find you have here but a third rate
hell,
For the way it is run is a sin!"

The devil grabbed up that critic then
With angry shake and a flirt,
And said: "Go back to the world of men,
You efficiency expert!
If you stay down here you will get my job."
(Here he uttered a dismal groan),
"But if you go" (here he gave a sob),
"You will fix up a hell of your own."

POVERTY AND CRIME.

The Keating-Kenyon resolution, calling for an investigation into the extent of child-poverty in the United States, is made specially timely by the accumulating weight of evidence that child-poverty is the fertile breeding ground for vice and crime.

A Chinese proverb holds that "Crime begins in poverty." Most recent social investigations lend an evergrowing emphasis to our belief in the correctness of this statement.

The home surroundings under which many boys and girls grow up furnish a wholly satisfying explanation of the lives of crime and vice into which the children fall. The fairest flower is ruined if it is dragged in the mire. Children cannot hope to learn decency in homes where a recent report on the poor school children of a great American city—"Many have no beds to sleep in. They cuddle together on hard floors." Another investigation reports an entire family living in one room; a man, wife, three children and two boarders eating and sleeping in a kitchen and one bedroom; a father, mother and four children asleep in one bed, and sharing the room with another family. Similar conditions force themselves upon our attention from the pages of every recent study of standards of living leaving no doubt in the mind of the thoughtful observer how the children brought up under such frightful surroundings must necessarily express this frightfulness in their lives.

Investigators who have looked up the girls and boys committed to reformatories and houses of refuge are unanimous in their conclusion that the child delinquent is usually the product of poor home surroundings.

Among the children committed to the great New York Reformatory School for girls, no one came from a home where the father was earning more than a thousand dollars a year. The study made of the last one thousand girls committed to a Pennsylvania House of Refuge for girls showed that no father had been earning more than eight hundred dollars a year at the time the girl was committed. These girls were committed in the great majority of cases for immorality. Apparently, miserable homes are the recruiting grounds for commercialized vice. These and other similar fragmentary facts are combined into a powerful indictment of poverty by the Senate Vice Committee of the Illinois legislature. As a result of careful investigations and analysis, this committee places itself on record as believing: First, "That poverty is

the principal cause, direct and indirect, of prostitution." Second, "That thousands of girls are driven into prostitution because of the sheer inability to keep body and soul together on the low wages received by them." Third, "That thousands of girls are forced into industrial employment by the low wages received by their fathers; that they are separated from proper home influences at an excessively early age; that they are inadequately schooled and are insufficiently protected; and that many of them become recruits for the system of prostitution."

"Your committee has found no disagreement as to the effect of the family life and standards on the morals of the growing children. That any causes with a tendency to reduce home standards and to destroy family circles will promote vice and prostitution is unanimously accepted as true reasoning by all students of the problem and by all of the witnesses appearing before this committee and questioned thereon. It must logically follow that any wage inadequate to the proper sustenance of a normal family of husband, wife and children will inevitably promote immorality and prostitution."

The committee found further: "That the highest standard of morals exists among the girls in high schools, colleges and universities of the state." At the same time the committee was unable to learn of a single prostitute in any city in Illinois who had come from a home "of even modest prosperity." Poverty, squalor and wretchedness are straight paths to iniquity. Interpose "homes of even modest prosperity" or high school or college education, and the proportion of viciousness and criminality drops to a minimum.

The American facts now available bear out the truth of the Japanese saying: "Man cannot maintain his standard of morals when he has no ordinary means of living." It is time that the American people learned the extent to which child delinquency is the direct outcome of poverty.—Scott Nearing.

SMILE A FEW.

Here, you discontented knocker,
Growlin' 'bout the country's ills,
Chloroform your dismal talker;
Take a course of liver pills;
Stop yer durn eternal howlin';
Chaw some sand and git some grit;
Don't sit in the dumps a-growlin',
Smile a few and boost a bit.

NO PLACE FOR CRIPPLES.

Never was there a severer impeachment of civilization than the words of a mother of a child whose arm had been crushed by an auto truck. When the doctor said the arm would have to be amputated to save the child's life, the mother:

"Then let her die. An armless daughter—never. She would be useless; she couldn't scrub and sweep. No, no, no. Try to save her with the arm—if you can't, then let her die. She would be better off."

And who shall say that under present conditions the wretched mother was not right? With husband gone, and facing the keen struggle for existence in a world where only the talented and fortunate rise above the point of bare subsistence, the mother saw a dreary ordeal for herself, and worse for her maimed daughter.

Should not such conditions give us pause? The poor, the ignorant, and even the crippled, in past ages made a living, with none of the modern devices, inventions and discoveries that have multiplied the power of labor so many fold. They secured from Mother Earth, almost with their bare hands, enough to feed and clothe themselves. The loss of a limb would not have been considered such a calamity then as it is now by the poor Chicago mother. Yet in spite of all our progress, and notwithstanding the wonderful triumphs of man over nature, the conditions of living for a great part of the people are so hard that a mother can say it were better that her child were dead than that she should have to earn her living with one hand.

This does not mean that there is not enough to go around. The earth is not niggard. At no point does she refuse to give forth her increase. But the fruits of the earth are not justly divided. We are still following the rules established when society was composed of lords and serfs; and though the serfs have secured their political rights they hesitate to use them. In earlier days kings and chieftains parceled the earth among them, and permitted the serfs a bare living on condition they give all the rest of their labor to them. Such in effect is the present condition. And such will be the condition of labor as long as it recognizes the laws laid down by king and chieftain of long ago. Modern ethics hold that all human beings have the same natural rights. To maintain these rights men have been given the suffrage, and women are destined to have it. As soon as they grasp this fact, and perceive the connection between the

present mal-conditions and fundamental causes, they will exercise their power to set them right.—The Public.

THE POWER OF MUSIC.

In music lies the power to charm our home,
Regain lost friends, approve the new, reveal

Magnetic inner forces wounds to heal,
Transform the humblest roof to temple dome!

Sweet music bids our child forbear to roam;
Retains his love more sure than lawful seal,

To all his nobler nature makes appeal,
And who can tell what wonders thence may come?

O power, so widely sought, so freely given!
Like speech, by culture wrought to highest worth!

As speech, possessed by all! Man, know thy due.

To use the gracious power bestowed by Heaven!

Let music aid the changing world's new birth,

As chiming bells awake the years anew!

MISJUDGED.

General Vincent R. Thompson was talking in Milwaukee about the war.

"The Germans, in the first place," he said, "misunderstood the temper of the Belgians. They misunderstood in the second place the temper of the Russians, of the English and of the French. Actually, from all those nations they expected a feeble resistance or none at all.

"The Germans, in a word, misjudged the Allies as Cornelius Husk misjudged the metropolitan restaurant.

"Cornelius Husk, on his first visit to New York, entered a restaurant with timid, faltering steps. A waiter brought him a menu. Very red in the face, he studied it a long time. Finally, to help him out, the waiter said:

"'Table do'hote, sir!'

"'What mought tabble dote be!' old Corn Husk asked feebly.

"'Course dinner, sir.'

"'Don't want 'er, then,' said Corn Husk. 'Ye see, young feller, I'm from the kentry, I am, and I git enough coarse grub to hum.'"

TWO OF A KIND.

A private in the regulars went to the Colonel of his regiment and asked for a two weeks' leave of absence. The Colonel was a severe disciplinarian, who did not believe in extending too many privileges to his men, and did not hesitate to use a subterfuge in evading the granting of one.

"Well," said the Colonel, "what do you want a two weeks' furlough for?"

Patrick answered:

"Me woife is very sick and the children are not well, and, if ye didn't moind, she would like to have me home fer a few weeks to give her a bit of assistance."

The Colonel eyed him for a few minutes and said:

"Patrick, I might grant your request, but I got a letter from your wife this morning saying she didn't want you home; that you were a nuisance whenever you were there. She hopes I won't let you have any more furloughs."

"That settles it! Oi suppose Oi can't get the furlough, then?" said Pat.

"No, I'm afraid not, Patrick."

It was Patrick's turn to eye the Colonel as he started for the door. Stopping suddenly, he said:

"Colonel, can I say somethin' to yez?"

"Certainly, Patrick; what is it?"

"You won't get mad, Colonel, if Oi say it?"

"Certainly not, Patrick. What is it?"

"Oi want to say there are two splendid liars in this room. Oi'm one and ye're another. Oi never was married in me loife."

THE MULE OR THE GIRL?

John Jones, farmer, went to his barn one morning and found there a brand new mule colt, says the Indianapolis News. He raised it until it was three years old, when \$200 was offered for it. Instead of selling it, he rented it to the city of Indianapolis for 85 cents a day, including board, stall, shoeing and medical attendance. The mule worked 250 days the first year, earning \$212.50, or \$200 net after taxes, etc., were paid. Mr. Jones bought another mule with the \$200, which he also rented to the city, and at the end of the second year he had two mules and \$400 cash, which he invested in two more mules. He kept this up fifteen years, till his first mule colt was eighteen years old, at which time he owned 32,767 mules, worth an average of \$100 each, or \$3,276,700. The nineteenth year they earned him a net income of \$6,553,400.

Alice Allen, daughter of Albert Allen, living across the road from John Jones, was born the same day the mule colt registered his first kick. Her father fed, clothed and educated her for seventeen years at a cost of \$125 a year, and then sent her to business college for a year at an expense of \$400, making her total cost at eighteen years \$2,525. When she was, eighteen she got a situation as stenographer and office girl with an Indianapolis business house at \$8 a week, paying for her own room, board, street care fare, shoes, doctor bills and as much clothing as what was left would permit.

All of which merely shows that some things are different from others.—Exchange.

STUNG.

A buidler observed a man standing on the scaffolding with his hands in his pockets, smoking a pipe. He went gently up the ladder, and said:

"Now, I've caught you; we'll have no more of this; Here's your four days' pay and you can consider yourself discharged!"

The man pocketed the money and went away rather quickly.

Just then the foreman came up, and the buidler told him what he had done.

"Why," said the foreman, "that man wasn't working for us; he was only asking for a job!"

SMOKE FIRST, FIRE LATER.

Maud—"Would you object to a husband who smoked in the house?"

Marie—"Most decidedly. But I shall keep quiet about it until I get one."—Boston Transcript.

ONE ON BILLY.

Billy Sunday stopped a newsboy in Philadelphia one day and inquired the way to the postoffice.

"Up one block and turn to the right," said the boy.

"You seem a bright little fellow," said Sunday. "Do you know who I am?"

"Nope!"

"I'm Billy Sunday, and if you come to my meeting tonight I'll show you the way to heaven."

"Aw, gon on!" answered the youngster; "you didn't even know the way to the post-office."

WHY I FAILED.

Reviewing my past life I realized I owed its failure to this: I had more natural ability than many, opportunities all do not have yet at fifty I faced the truth—I had failed.

I had not wasted time, a failing of youth; I had been a hard worker, but small things—my disregard of them—had been the rocks on which I had split.

I was ambitious—intended to do big things, always by big efforts.

I recall hearing a man I admired intensely speak highly of three books; they were not readily obtainable and cost eight dollars; I was resolved to have them, although I was assured I could get all they contained in the library at no expense. I never availed myself of the library, yet never ceased to yearn for those books.

This is merely an instance of my passing by the small thing.

Another illustration: I was not without regard for money, yet if I had ten dollars a dime became small, was wasted without thought.

I recall having a hundred dollars, and at once had the same disregard for a dollar I had had for the dime.

I regret to tell this, but the same thing held when I had twelve hundred dollars—I practically threw away ten of them.

It may be impossible for me to make this appear as anything beyond imprudence in money matters; but not so, I know the sad truth: it was all the result of my lack of value for small things. Ten dollars became small only when I had hundreds. But it was not money only.

I took up a profession for which I was well equipped, and I would have made a success of my work but this contempt of mine, which made me turn away from openings that would have led to just what I was working for.

At fifty I faced the truth, and made a fresh start. Since then, although it is only three years, I have accomplished something.

If any readers of this are looking to accomplish big things, may I beg that they turn their thoughts to small ones, and learn how much they mean in the work? The head may be held so high that the best opportunities are not seen; they are often small and lie low.—*The American Magazine.*

EFFICIENCY VICTIMS.

What is to become of the efficiency victims—that is, the old men who have served

the useful days of their lives in a calling, only to suddenly find themselves ruthlessly thrown on the scrap pile to work their way out as best they may? If there is one thing more bitter than another it must be to be told, "Your usefulness to us is over; you are discharged." That is what in these days of efficiency method is occurring every day to men who have been faithful to their tasks day after day and year after year, and then to be told without warning that they are out of date is not calculated to give peace of mind. It is not human to expect a man to take such a situation in a philosophical manner; his whole being has been shocked; he thinks of his old helpmate who has traveled the road with him, sharing the ups and downs, the sorrows and pleasures of the journey, and to have to go home and tell her that he has been discharged because he was too old, too old.

What provision is to be made for such victims? Some provision must be made for them. If misfortune has followed them and the wages he made did not allow for a saving for an old age, there is nothing but the poorhouse or be dependent on some one else, who indeed may not be able to stand the double strain, but out of the goodness of heart, charity and love will undertake the burden. Other countries have taken this task up and disposed of it by a pension system; is it not better to do that than to pay an equal amount to maintain the various plans now employed?

It is time we woke up to an ever increasing situation. The greater the introduction of efficiency methods the greater will become the necessity for the protection of the victims resulting therefrom.—*Tobacco Worker.*

WHERE HE WAS HEADED.

The militant pastor of the little church in Missouri glared at his congregation and shook his long hair. Then he smiled grimly:

"Carrying out my original announcement," he said, "I shall call the names of those persons now asleep in the congregation. John Stackpole!"

There was no response.

"John Stackpole!" bawled the minister.

A stout man stirred uneasily.

"Coming down now," he called drowsily; "keep things hot for me."

"You're going down, all right, John Stackpole!" roared the minister, "and things will be kept very, very hot for you! Let us now sing the ninety-ninth hymn."—*Exchange.*

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin

General Vice-President, Collis Lovely

General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters

MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.

FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.

WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.

C. E. JAMES, Federation Hall, St. Paul

Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.

COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.

GAD MARTINDALE, 10 Elm St., Rochester, N. Y.

WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio

EMMET T. WALLS, Box 409, Brockton, Mass.

CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.

B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio

JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Union No.	Name	Address
25	John Kratky,	St. Louis, Mo.
36	Nelson Junior,	Brockton, Mass.
37	Patrick H. Gannon,	Brockton, Mass.
68	Mary Slattery,	Cincinnati, O.
111	Berger Nelson,	Brockton, Mass.
118	Louis H. Pierce,	Brockton, Mass.
118	Adin C. Brown,	Brockton, Mass.
228	Felix Quimet,	Hamilton, Ont.
249	A. Harkin,	Montreal, P. Q.
"0" 278	Arthur Paul,	Webster, Mass.
370	M. Johnson,	Brockton, Mass.
465	Abraham Schiff,	Brooklyn, N. Y.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and compiled with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO AUGUST 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name

Firms without a * do not sell through correspondence—only through drummers

FACTORY
No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bro.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 48 All Leather Shoe Co., Natick, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

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- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.

- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., So. Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 93 Eli Cohen, Springfield, Mass.
- 94 Burt & Packard Co., Brockton, Mass.

- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.

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- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich — Fox — Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *153 Farmington Shoe Mfg., Dover, N. H.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimmon Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.
- 270 Mound City Shoe Co., St. Louis, Mo.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.

- 274 The Pioneer Shoe House, New York
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moor Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.

- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.

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- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenzoa Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.

- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massionneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *124 North Shore Shoe Co., Salem, Mass.
- *132 W. Bert Lewis Shoe Co., Haverhill.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *160 Cushman & Herbert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	PAGE
LABOR AND THE COURTS	1
AMERICAN WAGES	4
VIOLENCE IN LABOR DISPUTES	7

EDITORIALS

ARBITRATION	11
FOLLY OF COMPULSORY ARBITRATION	12
WHAT IS THE MATTER WITH DEAN?	13
CRUSHING THE UNIONS	13
THE RAILROAD BROTHERHOODS	14
PREPAREDNESS	15
BRIEFS	15

FRENCH DEPARTMENT	17
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



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CAUTION TO MEMBERS

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

LABOR AND THE COURTS

BY SAMUEL GOMPERS

A very serious problem confronts the workers of this country. A problem that must be solved before greater progress can be made in establishing human freedom. That problem is to get into the minds of men, particularly in the minds of those filling places of trust and responsibility, an understanding of what constitutes justice. From all over the country there comes a question that cannot be silenced or diverted. It is a question that comes from the hearts of the people and comes out of the perplexities of daily life and their efforts to find relief from oppression as well as opportunities for greater freedom. From one industrial center after another throughout the length and breadth of our land comes this question, "Where can justice be found?"

Wage-earners, because they use the only methods by which they can secure higher wages in return for the work they do, because they try to take counsel with each other and unite that their protests and demands may be stronger and more effective, because they use the only means of publicity at their disposal to tell fellow-workers of the wrongs they have endured and try to enlist concerted efforts to right these wrongs, have everywhere felt the iron hands of the courts crushing their hope and their ambition, threatening them with fines and prison sentences or silencing them with prison terms.

"Where shall we turn for justice?" "To

the courts," reply law-abiding citizens. But it is the courts that have been used to deny them justice. The laws of our land have been interpreted to deny them opportunity. Judicial decisions have been piled up until a structure has been built that cuts off entirely any glimpse of our national idea—the right of every citizen to struggle for life, liberty and the pursuit of happiness. Rights are not taken from us at one fell swoop, but subtly, in high-sounding phrases and sophistry which attempt to disguise the usurpation and invasion. Thomas Jefferson said:

"It has long been my opinion and I have never shrunk from its expression, that the germ of dissolution of our federal government is in the judiciary, an irresponsible body working like gravity by day and by night, gaining a little today and a little tomorrow and advancing its noiseless step like a thief over the field of jurisdiction until all shall be usurped."

Justice can be secured through legislation, is another remedy that the workers have tried. From the United States Congress and from the legislature of the State of Massachusetts they have secured the enactment of declaratory legislation which had the plain purpose of securing to them the rights of human beings and opportunities to exercise those rights.

In the early days all toilers were slaves; their bodies and their lives were the property of masters. Though the struggle for

physical freedom has been waged, those who still perform the physical labor formerly done by slaves are not free from the taint attached to slaves. Employers regard their employes as existing for their profit, performing work that they have a right to expect and which constitutes a part of the equipment of the industry. In principle the employer has regarded the labor power of his employes as his property. In order to assist him in dominating the lives of his employes and securing their labor under whatever terms and conditions he pleased, he has invoked laws and legal procedure that are intended to apply to property.

To achieve real freedom and to direct their lives and their personal powers in accord with their own best interest, the wage-earners disputed the contention that labor power is property and secured the enactment of federal legislation containing the declaration that the labor of a human being is not a commodity or article of commerce. In essence, this same declaration was incorporated in a law enacted by the state legislature of Massachusetts.

The Massachusetts Supreme Court has declared that act unconstitutional and denying the correctness of the principle upon which it was based. The Massachusetts Supreme Court has declared that labor power is "property." The method of reasoning by which the court reached its conclusion indicates the present problem in justice that must be solved by the workers. In preparing its opinion the court examined a number of volumes containing opinions upon similar cases which it desired to use as precedents. When the court had examined enough volumes to accumulate sufficient precedents to serve its purpose, it concluded that labor is property. The court's opinion is purely of an abstract nature. It examines situation and principles isolated from the human agencies concerned and from the environment in which they lived and worked and the problems and motives that actuated them. The court simply dehumanized the case and then handed down a decision. In doing this it demonstrated the greatest hindrance to justice that exists in our courts—the custom of judges of regarding precedents as something sacred. They rely upon precedents and ignore information on the human equation involved. Whether their practice is due to indolence, ignorance, or to their inherent attitude of mind, the result is equally destructive to justice. Judges cannot be agents of justice when their minds are closed to the signif-

cance of conditions, motives and forces that exist in the lives of men and induce them to follow certain courses.

Judges will have to find out that justice is not a process of digesting judicial precedents, but of digesting industrial conditions and human motives. Judges will have to leave their traditions, seclusion, their sanctified hermitages and mentally get out into the struggle and the clamor of everyday life in the world of work. They cannot reach intelligent, just decision dealing with conditions to which they have closed their minds. If judges cannot maintain minds open to new impressions and able to understand intelligently what is going on in the world about them, they will sow the seeds of revolt. The judges constituting the Supreme Court of the State of Massachusetts gravely declare that the labor of the hod carriers and laborers is property. Their method of reaching that conclusion, as already indicated, is to search ponderous volumes and find statements of contemporary and departed judges that would justify them in declaring that a group of laborers could be enjoined from protesting against working with another group of laborers whose standards of work were subversive of the best interests of all.

Never once did it occur to these learned judges of the Massachusetts court to go into a shop or factory and to make a scientific investigation as to what manner of thing was the labor power that judges had declared to be property. Never once did they go out to see the hod carriers and laborers at their work performing the service necessary to the erection of buildings. Never once did they get the concept that the labor power in question was the ability of that worker to co-ordinate his muscles and to direct them by his mind in order that his creative ability might render service in the material civilization of men. The Massachusetts judges did not know and their precedents could not inform them that labor of the human being is a part of the mind and body of the individual. There is not a profession or a calling that has kept step with the progress of mankind that has not come out of the secluded laboratories or studies and got in touch with the world of men and their vital problems of everyday life.

Judges, if they are to be real agents of justice, must do what all others have done. They must humanize their work and their attitude of mind. No individuals can permanently block the progress of human jus-

tice. Either there must come a change in their mental attitude or they must yield their places of authority to others.

The organized labor movement, expressing as it does the desires and the needs of common humanity, is the agency by which they express the demand for humanized justice and an attitude of mind among judges that will make possible wider and freer justice.

We bring our plea for justice to those who are now in a position to grant it. If you do not heed us, we must try other methods. One of the most significant utterances made by the President of the United States on Independence Day, July 4, 1916, was with reference to that section of the Clayton anti-trust law which declares that the labor of a human being is not a commodity or an article of commerce. The President said:

"I am sorry that there were any judges in the United States who had to be told that. It is so obvious that it seems to me that that section of the Clayton act were a return to the primer of human liberty; but if the judges have to have the primer opened before them, I am willing to open it."

The struggle of the organized labor movement is part of the world-old struggle for freedom. In that struggle even judges and courts have had to recognize that the desire, impulse and struggle for human freedom cannot be crushed. The organized labor movement will see to it that the judges either learn their lesson or that they are removed from places so potential for injustice; that the people through their legislatures will restore to the workers—the masses of the people—the rights and the freedom of which the Massachusetts court has undertaken to rob them.

LAWYERS' 100 PER CENT.

As far as Mrs. Marie Romani is concerned, it would have been better if her husband, Raffaele, had not been killed in an Illinois coal mine. If he had not been killed he would be earning something. As it is, all that Mrs. Romani has is a verdict. The jury said also she could have \$5000, but one lawyer claims 50 per cent and another 25 per cent and another 25 per cent, which makes 100 per cent and that's about all the per cent there is. So Mrs. Romani is inclined to think that it would have been better if Raffaele had stayed.

It is a good thing for the lawyers, of

course, that he was blown up in the mine, but they had never done anything for him and he had no reason to put them in the way, by his violent death, of picking up \$5000.

However, after the funeral, the lawyers sued. By and by there was a verdict for \$5000. The coal company was getting ready to pay when one of the lawyers served notice that he had a claim for 50 per cent of the judgment. Another lawyer served notice that 25 per cent was coming to him and still another lawyer sent word that he had a perfectly good claim to 25 per cent. They were all willing, it seemed, for the widow to have all over 100 per cent.

The thing did not look exactly right to the coal company. It has asked the courts to solve the problem in percentage.

Mrs. Romani, unused to the contingencies of contingent-fee American jurisprudence, wants to know where she comes in. The answer is simple. Nowhere. The lawyers come in for her. It is lucky for her there is only 100 per cent. As it is, that is all she is likely to lose.—Exchange.

KENTUCKY NEGRO KNOWS POWER OF ORGANIZATION.

Here is a story which vividly illustrates that which is very helpful to workingmen—organization:

A planter down in Kentucky had just employed a strange negro as a mule driver. He handed him a brand new blacksnake, climbed up on a seat behind a pair of mules and asked the darkey if he could use the whip. Without a word the mule driver drew the black lash between his fingers, swung it over his head and flicked a butterfly from a clover blossom alongside the road over which they were traveling.

"That isn't so bad," remarked the planter. "Can you hit that honey bee over there?"

Again the negro swung the whip and the honey bee fell dead.

Noting a pair of bumble bees on still another blossom, the negro swished them out of existence with the cracker of his new blacksnake, and drew further admiration from his new employer.

A little further along the planter spied a hornet's nest in a bush beside the highway. Two or three hornets were assembled at the entrance to the nest.

"Can you hit them, Sam?" he inquired.

"Yes, sah; I kin," replied the negro, "but I ain't a-goin' to; dey's organized."

AMERICAN WAGES

Are the wages paid to American wage-workers sufficient to maintain health and decency? Compare the two statements:

Cost of decent family living in eastern industrial cities, \$750 to \$1,000 per year.

The wages of adult males—(allowing for unemployment)—4-5 less than \$750, 95-100 less than \$1,000.

Nothing could show more conclusively the frightful inadequacy of American wages. The present wage scale paid to workers by American industry, does not enable millions of them to give a family of young children the simple decencies of life that are necessary to the maintenance of health and efficiency.

The wages paid by American industry to a great body of its workers are inadequate to provide health, efficiency and decency for a moderate size family. They are even more inadequate when they are considered from the standpoint of up-to-date business practice.

Many a successful business man, who is confident that "the workers are paid all that they are worth," and that "wages are far too high, anyway," has never stopped to analyze wages from a strictly business point of view. The wage-earner is, in reality, a business man. His place of business is his home. The object of his business activity is the rearing of a family in good health and with a generous sprinkling of education. To this end, the worker labors during most of his adult life.

Business men have worked ardently to safeguard business interests. They have talked a great deal about the importance of business stability; of conservatism in finance; of the returns due a man who risks his wealth in a business venture; and of the fundamental necessity of maintaining business on a sound basis. After centuries of experiment, they have evolved what they regard as a safe and sane method of financial business procedure. Every successful business man tries to live up to the following well-established formula:

First. He pays out of his total returns, or gross receipts, the ordinary cost of doing business—materials, labor, repairs and the like. These payments are known as running expenses or up-keep.

Second. After up-keep charges are paid,

he takes the remainder, called gross income, and pays out of it the fixed charges—taxes, insurance, interest and depreciation.

Third. The business man, having paid all of the necessary expenses of doing business (the running expenses and the fixed charges) has left a fund (net income) which, roughly speaking, is the profit of the business. Out of this net income, dividends are paid, improvements and extensions of the plant are provided for.

Fourth. The careful business man increases the stability of his business by adding something to his surplus or undivided profits.

Every modern business man disposes of the total receipts of his business in some such way as that indicated. The business man who cannot pay his running expenses, fixed charges and dividends, and show some surplus, is scanned critically. Should he fail to pay dividends he is considered unprosperous. If he does not meet the interest on his bonds, he is taken into court and declared a bankrupt. Running expenses, fixed charges, dividends and surplus are not merely fair; they are essential to business success. They are considered "right" by the organizers of every legitimate business.

Suppose the American working man, who is striving to support a family on a wage ranging from \$1.50 to \$4.00 a working day (\$450 to \$1,250 per year), should apply to the financing of his family affairs, the financial formula adopted by any well-managed modern business. Since he must allow for running expenses, fixed charges, dividends and surplus, he would proceed as follows:

First. He would pay, from the total family income, the family running expenses—food, clothing, housing, medicine, and the like.

Second. From the remainder, his gross income, he would take interest on the investment, which has been made in bringing up and educating his wife and himself; insurance against all reasonable contingencies, such as sickness, accident, death and unemployment; and a sum for depreciation sufficient to compensate for the inevitable decrease in his earning power, and for the old age during which he and his wife can no longer earn anything.

Third. The remaining net income should

be sufficient to enable the worker to pay himself dividends proportionate to the excessive risks which he runs in bringing a family into the world and attempting to rear it; and sufficient to add at least something to the surplus which the family lays aside to provide against such untoward events as births, deaths and prolonged sickness.

The workman who conducted his affairs on this basis would be a sound, sane, safe financier. He would also be a seven-day wonder. If the preceding section established any point, it was that a large percentage of wage-earners receive a wage which will not pay even decent running expenses. Any business man who attempted to conduct a business on a basis that would pay only the flimsiest of up-keep charges would be regarded as a subject for mental treatment, yet the bulk of American workers find themselves in exactly that predicament. They are conducting a family business on a basis that will not pay reasonable running expenses. The legitimate fixed charges of business—interest on the investment, adequate insurance and depreciation—are far above the reach of most wage-workers who have a family of five to support. The ordinary worker's family is a bankrupt concern—it cannot meet even the interest on its bonds. And dividends? The ordinary worker is thankful if he can pay the bills incident to up-keep. Dividends are a luxury of which he does not dream.

Place before any level-headed man of affairs this proposition: "I have a business which is barely able to pay running expenses. We can't meet our fixed charges, and our wildest flight of imagination has never carried us as far as dividends and surplus. Will you join in the venture?" The statement is grotesque, yet it sets forth the financial position of the majority of American wage-earners.

One further point should be noted. After the business man has paid running expenses and fixed charges, the remainder is income—"net income." The great mass of wage-earners who never receive enough to pay more than their bare running expenses have no "income" in the real sense of that word. They are getting mere up-keep, or subsistence.

As a business proposition, for a family of five, the ordinary American wage is absurdly inadequate. No business man would consider it. It violates every business standard which the practice of the modern

man of affairs recognizes as legitimate. Every concept of modern business management cries "shame" at the very thought of the business proposition which the American wage-scale presents to millions of its workers.

The health inadequacy and the business inadequacy of the American wage can be demonstrated statistically. The proof of social inadequacy of wages rests upon more general considerations.

Society must develop a system of compensation which will stimulate industry and thrift among the people who do its work. A wage system or any other system of distributing the products of industry must be based on an adequate appreciation of this fundamental principle.

The first, and probably the most fundamental, social objection which may be raised against the present wage scale is that it fails very largely to stimulate the ambition of the worker. There are two reasons for this failure. On one hand, the wage scale is so utterly rigid that the man doing good work is placed on the same footing with the man doing poor work; the enthusiastic worker is placed on the same basis with the indifferent worker. This holds true of piece-rate payment as well as of time-rate payment. The rule of most producing establishments is "anything that will pass the inspector." Furthermore, the individual may work as hard as he pleases, devoting all of his energy to the work in hand. Despite this, he is unable to raise his wage rate and very frequently is unable to increase his wages. At the same time, industry is organized on such a large scale basis that the number of positions "at the top" is strictly limited. Among the employes of the American railways, for example, one in one hundred is an officer. The proportion is higher for manufacturing industries, although it is seldom that more than ten per cent of the men employed in an established industry hold positions which involve even a moderate amount of responsibility and initiative.

The wage scale is fixed either by an agreement between the employer and the union, or by custom and common consent. No one even pretends that there is a definite relation between the values produced by the worker and the wage which he secures.

The worker is not paid in proportion to his product. Wages are never fixed on that basis, with this single exception—that no employer can afford to pay any more in wages than a group of men are producing in product. The law of monopoly, "all that

the traffic will bear," is the law which fixes the American wage. An employer has a Scotchman working for him at \$3 a day. An equally efficient Lithuanian offers to do the same work for \$2. The employer is not in business for his health, and the work is given to the lowest bidder.

An employer never determines a wage by asking the question: "How much does this man produce?" Rather he asks, "What will it cost me to get another equally efficient person in his place?" It is the cost of replacement and not the values created in production which determines the wage that a man receives.

The phrase, "he gets all that he is worth," means merely this—that the employer is paying him as much as he has to pay another equally efficient person to do the same thing. Whether he is hiring bricklayers, bookkeepers or coal heavers, the wage he pays depends upon the supply and demand of labor. This law is excellently illustrated during a time of financial and industrial depression, when there is a surplus of labor and a dearth of opportunity for employment. Many industries at once reduce their wages because they are able to get all of the people that they want at a lower figure.

The wage contract, as it is called, knows no social morality and is based on no standard of social ethics. It is subject only to the law of supply and to the law of monopoly price. The employer pays his labor as little as he can. The worker demands and gets as much as he can. Until recently, there has been no general idea that a minimum wage was a social necessity. The individual laborer bargaining with the employer made the best terms he could. If labor was scarce, he was successful; if it were a drug on the market, his wages were reduced to a starvation level.

Another consequence follows from the ruthless bargaining of the competitive labor market. The bargain takes place between the employer and a worker irrespective of social obligations. The consequences are doubly disastrous to the man with the family depending upon him. A common occupation, quarrying, for example, may be carried on by married or by single men. The employer does not even put himself to the trouble of asking whether the prospective employe is married or single, because that makes no difference if a man is handy with his tools. The man with a family is brought into active competition with the man who has no family obligations. The native-born head of a household must accept labor terms which are satisfactory to the foreign-born single man. Industry does

not inquire into a worker's social obligations. It simply asks whether he is able to do the work, and at what price. The competition of the labor market does the rest.

Society demands and expects that men shall support families. The future of the state hinges upon the fulfillment of this pre-supposition. At the same time, the modern economic organization makes no attempt to assist the man who is bringing up a family to face the competition of the man who has no family dependent upon him.

There is no relation between the social (family) needs of a man and the wage which he receives. Wages are fixed wholly independent of social relations.

The American wage is anti-social. The present system of wage payment fails to stimulate workers to industry and thrift because it has not given them a reward in proportion to their exertions and ability. There is no relation between product and wages. Rather wages are fixed by competition and monopoly. The present wage scale fails completely to provide a return in proportion to social needs. The simplest requirements of social progress call for ambition, for justice, and for the provision of health necessities. The present American wage-scale offends even these primitive social standards.

The American wage is grossly inadequate. Examined from any point of view, it fails to provide a sufficient return to the wage-earner who is carrying the burden of a young family.

American industry pays to the overwhelming majority of wage-earners, a wage of less than \$1,000 a year. Even where no allowance is made for unemployment, the wage rates of three-quarters of the men fall below \$750 a year. Perhaps three wage-earners in each hundred are paid over \$25 per week (a yearly rate of \$1,300). Compared with the sums which are met with in the business world, the wage of the workers is small.

The wage rates paid by industry, placed side by side with the cost of family health and decency, reveal an appalling situation. In great numbers of cases, the wages are insufficient to provide for the health and decency of a moderate-sized family.

American wages, as a business proposition, are even less adequate than they are for the provision of health and decency. The ordinary principles of sound American business practice are all violated in the financing of the worker's family.—By Scott Nearing, Ph.D., in *The Annals of the American Academy*.

VIOLENCE IN LABOR DISPUTES

The report of Mr. Basil M. Manly, director of research and investigation for the Commission on Industrial Relations, embraces many interesting features.

It is doubtful, however, whether there are any more striking findings and conclusions than those contained in the chapter dealing with the "Policing of Industry." Upon this particular subject the Commission made exceptionally extensive investigations and heard many witnesses. As a result Commissioners Walsh, Lennon, O'Connell and Garretson hold that the following conclusions are justified:

1. The problem of policing industry is generally conceived to lie in the suppression of violence and the protection of life and property; but in reality consists in the more fundamental problem of protecting the rights of employers and employes as well as preserving the peace.

2. Violence is seldom, if ever, spontaneous, but arises from a conviction that fundamental rights are denied and that peaceful methods of adjustment can not be used. The sole exception seems to lie in the situation where, intoxicated with power, the stronger party to the dispute relies upon force to suppress the weaker.

3. The arbitrary suppression of violence by force produces only resentment, which will rekindle into greater violence when opportunity offers. Violence can be prevented only by removing the causes of violence; industrial peace can rest only upon industrial justice.

4. The origin of violence in connection with industrial disputes can usually be traced to the conditions prevailing in the particular industry in times of peace or to arbitrary action on the part of governmental officials which infringes on what are conceived to be fundamental rights. Violence and disorder during actual outbreaks usually result from oppressive conditions that have obtained in a particular shop or factory or in a particular industry. Throughout history where a people or a group have been arbitrarily denied rights which they conceived to be theirs, reaction has been inevitable. Violence is a natural form of protest against injustice.

5. Violence in industrial disputes is not immediately the product of industrial con-

ditions, but of the attitude of the parties to the dispute after grievances or demands have been presented. The principal sources of an attitude leading to violence are:

- (a) Arrogance on the part of the stronger party. This may result in violence through the use of force for the suppression of the weaker party. The force used may be physical or industrial. Physical force may be and is used by both employers and employes, through intimidation, assaults or attacks on property. Such physical aggression is seldom used by employes, as they are strategically the weaker party and the results are negative; only under exceptional circumstances can an employer be coerced by the use of force or intimidation. The exceptions seem to lie in the use of secret means, such as dynamite, with the object of weakening the employer's resistance.

The use of force by workers is normally directed not against the person or property of the employer, but against strikebreakers and guards. Many instances of the use of physical force by the agents of employers have, however, come before the Commission, indicating a relatively wide use, particularly in isolated communities. Such acts of violence usually take the form of assaults upon the leaders of the workers or upon organizers.

The instruments of industrial force belong chiefly to the employer, because of his control of the job of the worker. Their use is more common and more effective than any other form of violence at the command of the employer. The most powerful weapon is the power of discharge, which may be used indiscriminately upon mere suspicion, which under certain conditions may be almost as potent, either in use or threat, as the power of life and death. It is the avowed policy of many employers to discharge any man who gives any sign of dissatisfaction on the theory that he may become a troublemaker or agitator.

The only corresponding weapon in the hands of the workers is sabotage, in the form either of malicious destruction of property or of interference with production. The field of its use is much more restricted in practice than in theory, and its results at best are negative and produce in the employer only a blind resentment and undi-

criminating hate. Sabotage as a policy shows no signs of development in American industry.

(b) Equally productive of an attitude leading to violence is the denial of the use of peaceful methods of adjusting grievances, or the creation of a situation in which their use becomes impossible.

On the part of the employer the arbitrary acts which may be classed under this general head are: Denial of the right to organize; refusal to consider the complaints of workers; refusal to meet the authorized representatives of workers.

Under modern industrial conditions any one of these acts makes peaceful negotiation and settlement impossible. Without organization of the workers their collective claims can not be considered; without the right to appoint such representatives as they choose, workers are at the mercy of the employer's power of discharge, and are usually unequal to the task of presenting and arguing their claims; while the refusal to consider grievances leaves only the alternative of the strike.

On the part of the workers, the possibility of peaceful settlement may be destroyed by refusal to discuss claims, by internal dissensions which render collective and definite action looking to a settlement impossible, and by the issuance of ultimata which allow no time for consideration and negotiation. In any one of these situations the employer has only the choice between tame submission or absolute resistance to the demands of the workers.

(c) The immediate cause of violence in connection with industrial disputes is almost without exception the attempt to introduce strikebreakers to take the place of the workers who have struck or who are locked out. The entire problem of policing industrial disputes grows out of the problem of the strikebreaker and the attitude of the State toward him.

All experience shows that if no attempt is made to operate the plant, violence and disturbances requiring the police are practically unknown, whereas the attempt of strikebreakers to reach the plant, particularly where strikers are enjoined or prevented from using reasonable means to inform them of the existence of the strike and to use persuasive methods to keep them from entering the plant, is invariably accompanied by disorder and sometimes by active violence.

The existing attitude of the courts and of governmental officials generally is that the

entire machinery of the State should be put behind the strikebreaker. This attitude is based upon the theory that two important rights are involved; first, "the right of the strikebreaker to work," and, second, "the right of the employer to do business." During the earlier years, the right of the strikebreaker was stressed by the courts, but since the decision of Vice Chancellor Stevenson in 1902 (*Jersey City Ptg. Co. vs. Cassidy*, 53 Atl., 230), in which the doctrine was announced as "recently recognized," the right of the employer to do business has been in favor apparently because of its wider application and the fact that being denominated a property right, injunctions could regularly be issued for its protection.

Regardless, however, of their origin, both of these so-called rights seem to have been based upon misconceptions by the courts. The "right to work" guaranteed to the strikebreaker seems to be based upon the conception that the strikebreaker is normally a workingman, who seeks work and desires to take the place of the striker. The fact is, practically without exception, either that the strikebreaker is not a genuine workingman, but is a professional who merely fills the place of the worker and is unable or unwilling to do steady work, or, if he is a bona fide workingman, that he is ignorant of conditions or compelled to work under duress. The non-working character of the strikebreaker is shown by the fact that very few are ever retained as workers after the termination of a strike, while the attitude of genuine workmen toward strikebreaking is shown by the significant fact that in the bids of employment agencies and detective agencies to furnish strikebreakers it is provided that guards will be furnished with each car "to prevent escape in transit," and by the fact that when men are candidly informed in the public employment offices of the existence of a strike, workers practically never apply for such positions, even though they may be in dire want.

The second misconception is contained in the idea that the "right to do business" is an absolute right. Besides the fact that it has only been insisted upon by the courts within the past 20 years and has no express legislative or constitutional sanction whatever, this right is subject to the most severe limitation and infringement even without due process of law. Not only can the legislature limit the right to do business in almost every conceivable way, but health authorities are given power to suspend it entirely if the public safety demands, as in

the case of either a human or an animal epidemic. Furthermore, the courts can not and will not guarantee in any way the "good will" which is supposed to be the property aspect of the right to do business, nor will they assess damages on account of any alleged injury based upon the "probable expectancy" of the business.

The right to do business is in fact permitted only so far as its exercise is in the public interest, and it may be restricted or prohibited through the police power whenever it is dangerous or in any deleterious to the public. This is the reason underlying not only quarantine, but every form of regulation and prohibition.

The plea of the workers for the assumption of a new attitude in relation to strikebreakers is, however, based not only upon the negative character of the rights of the employer and the strikebreaker, but upon a positive though somewhat undefinable demand for recognition that strikers have a right to the jobs which they have left until their grievances are in some way adjusted. The argument is not only that when workers are willing to strike and sacrifice their livelihood, the conditions against which they protest must be assumed to be socially injurious, but, even more, that the worker who has struck in support of his demand for better conditions has not abandoned his job, but, in fact, has a keener interest in it than when quietly submitting to distasteful conditions.

At the very basis of the workers' contentions, however, lies the realization that working conditions can be improved only by strikes and that no strike can be won if the employer can operate his plant without difficulty. This is becoming increasingly true with every step in the Nation's industrial development. During more primitive periods, if workers struck their places could not be filled except through the existence of a surplus of qualified labor in the community or by enticing workers from other employers. Now, the development of transportation, the establishment of specialized agencies for supplying strikebreakers, and the growth of large corporations, which can shift employees from one plant to another, have given each employer a command of the labor market of the entire country. There are agencies in every large city which will contract to supply any kind of labor on short notice, while almost any of the large industrial corporations can either supply the normal demand with one-half or three-quarters of their plants, or recruit from the sur-

plus labor around their various plants a skeleton organization which can resume operations in a short time.

The respective rights of employer, striker and strikebreaker are matters which can not be solved by any method of cold reasoning, and should not be solved except by the force of public opinion either directly or through the medium of their representatives. In such matters we feel that our action can extend no further than the analysis of the issues, the presentation of the pertinent facts and the expression of such general opinions as we may have reached.

We are convinced, however, that a modification of the legislative and judicial attitude on this question is necessary, and also that in the minds of the public a more general appreciation of the contentions of the workers is already taking place.

A general exception to this may perhaps exist in the case of public utilities, including not only the services which are commonly included, but the supply of milk, ice and other similar necessities. The absolute dependence of the population of modern cities upon the non-interruption of such services has created a widespread public demand for action which will insure them under all conditions. The public may good-humoredly walk during a street car strike, but the interruption of the supply of food, fuel and ice produces an attitude of public desperation. We confess that, under present conditions, no absolute insurance against its interruption by industrial disputes seem practicable. As long, certainly, as these services are performed by private corporations, the right of employees to strike should not and can not constitutionally be abrogated or abridged. Even under Government ownership and operation the problem is only slightly altered by the removal of the incentive of private profit for the maintenance of improper labor conditions, while co-operative operation is too vague even for analysis. At present proper action seems to consist in providing, first, for the most effective possible means for conciliation, investigation and arbitration; second, for the use of all the leverage of public opinion to promote reasonableness on the part of those involved in the dispute; and, finally, for the plan as outlined elsewhere for defining clearly the rights of the parties to the dispute and the impartial but firm enforcement of such rights.

(d) The greatest disorders and most acute outbreaks of violence in connection with industrial disputes arise from the violation of what are considered to be funda-

mental rights, and from the perversion or subversion of governmental institutions.

This source of acute unrest has been discussed at length in a preceding section, so that at this point it is necessary only to summarize briefly its commonest manifestations, and to state that even the limited investigations which the Commission has been able to make show that practically every industrial State has at some relatively recent time permitted its institutions to be used by one party or the other to an industrial dispute (almost without exception the employers) in such a way that the rights of the other party were either nullified or seriously transgressed.

It may be said that every governmental institution and function has been at some time utilized by the stronger industrial factor for the oppression and suppression of the weakers, but those which are most commonly utilized are, first, the police, including not only the municipal police, the sheriffs and deputies, the State police and constabulary, and the militia, but the private guards, detectives and vigilant organizations, which usurp and exercise the functions of the police. The biased action of the State and municipal police seldom extends beyond the making of unwarranted arrests, the enforcement of unreasonable rules regarding such matters as picketing and public assemblage, and the use of excessive brutality. The State and municipal police are uniformly paid by the public and such control over their action as exists is generally indirect. In the case of the other bodies mentioned the control is frequently direct and their action frankly and bitterly partisan. The sheriffs in many counties deputize guards in the employment and pay of corporations, without any qualifications and sometimes even without knowing their names. Similarly the militia are at times recruited from the guards and other employees of corporations. The private guards, detectives and vigilantes are openly partisan and can have no other purpose in connection with a strike than to break it with such means as they can command.

The police would, however, be much less effective if their control in a given locality did not usually imply also control of all or part of the local courts to give legal sanction to lawlessness, to protect those who are criminally liable, and to exercise their full rigor in the prosecution of the strikers. Such controlled courts have not only found it possible through the use of blanket injunctions to make illegal acts which would

otherwise be legal, but, resting upon their protection, the police, the deputies, the militia and the private guards have in many cases felt free to go to unbelievable lengths in order to carry out their plans.

The subserviency of the courts in many parts of the country can not be more clearly shown than by the fact that they have time and again permitted the militia, under color of so-called martial law, to usurp their functions and to defy their associations who resisted the encroachment. The situation is accentuated also by the fact that the decisions of such corrupt and subservient courts become the basis upon which later honest "record worshipping" judges form their own opinions.

When governmental institutions are thus corrupted and used as instruments of oppression men can only resist with such power as they have, not alone for the protection of themselves and their families, but for the preservation of the fundamental rights of themselves and their fellow citizens. Resistance to the usurpers of governmental power and to those who pervert to base uses the official power with which they are clothed was made the keystone of the American nation, and Abraham Lincoln, on a most solemn occasion, said:

"If by the mere force of numbers a majority should deprive a minority of any clearly written constitutional right, it might, in a moral point of view, justify revolution—certainly would if such a right were a vital one."

The grave danger in the United States is that on account of the enormous area and the sense of isolation of each section as regards the others, the encroachment upon fundamental rights and the subversion of local governments will be permitted to gain ground without the effective protest of the entire Nation until the liberties of all citizens are hanging in the balance.

HE IS YOUR FRIEND.

If he gives you recognition

When your clothes are patched and torn;

If he comes to see and cheer you

When you are lying sick and worn,

If he takes your hand and lifts you up

When you're on the downward track,

If he says the same things to your face

That he says behind your back,

If, when odds are strong against you,

He fights for you to the end,

Bind him tightly to your heart,

For that man is your friend.

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

ARBITRATION.

The subject of arbitration of labor disputes is very prominent in the public mind at the present time as a result of the controversy between the railroads and the different brotherhoods of railroad employees. Probably there is more public interest in this question at the present time than at any previous time in our industrial history. The imminence of a railroad strike involving a tie-up of all forms of necessities of life, together with the curtailment of nearly all manufacturing industries, dependent as they are upon uninterrupted transportation facilities, brings the question of railroad service, or the suspension of it, close home to every individual who stops to think at all.

The railroad managers have announced in the press, through paid advertisements and news reports, their devotion to the principle of arbitration, and there has been manifest in the press more or less criticism of the railroad brotherhoods because they have declined to accept arbitration as a solution or means of settlement of the differences between the railroads and their employees.

We shoe workers, who are members of the Boot and Shoe Workers' Union, can fairly lay claim to being strong supporters of arbitration of labor disputes, since we have pursued the arbitration policy as a fixed policy for a matter of eighteen years; but, while we have pursued this policy in our own calling as a general rule, it does not follow that the railroad brotherhoods should be satisfied to accept arbitration under the

circumstances existing between them and the different railroad managements.

There are different kinds of arbitration. It makes a whole lot of difference what spirit exists, and it ill becomes any employing interest that has used arbitration as a buffer to prevent the settlement of labor disputes, to shed crocodile tears when employees, having repeatedly accepted arbitration in good faith, and having found by bitter experience that it was only used on the employer's part as a means of postponing adjustments, decide that that kind of arbitration can no longer be satisfactory to them.

We understand that the previous experiences of the railroad brotherhoods with arbitration have been of this nature. We understand that the various kinds of arbitration arrangements have been used as a pretext for delay; that the awards under them have been insignificant; in some cases amounting to about five cents a day; and that in many cases agreements of settlement that have been reached have not been followed immediately by the railroads.

It takes something more than an eleven-hour advocacy of arbitration by an employer to make real arbitration. It necessitates a spirit of good faith and integrity on both sides. If it is expected that labor shall abide by its arbitration contracts in good faith, if it is expected that labor shall adopt or continue an arbitration policy, capital must be intelligent enough to know that it must deliver its full share of the bargain, accept arbitration in good faith, and abide by the awards.

Capital must do more than this. It must realize that with the prices of foodstuffs and all necessities of life advancing by leaps and bounds, there must be continuously advancing wages in order to meet these rising living costs. If capital thinks that labor can be satisfied with arbitration at a stationary wage-rate, all the hopes of industrial peace are ill-founded.

In our own experience we have found shoe manufacturing concerns that were willing to adopt arbitration only as a means to further their own immediate selfish purposes. We have had instances where every pretext was used to defer arbitration, on the theory

that the longer it could be postponed the farther away the time would be when the new wage rate would be in force. We have seen men in our own experience small enough to be willing to sacrifice the whole principle of arbitration in order to save the few dollars that a few weeks postponement might bring them.

We are happy to say that these cases have not been in a majority, and that the general results of arbitration in our craft have been excellent. We have followed the policy so long that as a rule both employers and employees recognize its beneficial effects; but there have been instances where we have been obliged to terminate our arbitration contract because of the failure of the employer to live up to his own obligations under that contract.

We desire to make the point that the successful operation of any arbitration policy presumes a fair amount of education and understanding on both sides as to the real value of some such policy of industrial peace, and to the obligations imposed on both sides by such relations. They should not only agree to arbitrate, but they should keep their agreements in letter and in spirit. It seems apparent that the railroad managements have to quite an extent forfeited their right to arbitration by the sharp practices that they have indulged in in the past, and now, as other employers have found themselves, who have pursued a like policy, they are in a very uncomfortable position. They must either add a substantial sum to the payroll, or spend a far greater amount for fighting the strike. They complain that there is a lack of capital for railroad development purposes, while at the same time they know that corrupt financial management has impaired public confidence. At the present time the minority stockholders are suing the majority interests of one railroad for \$162,000,000, which they claim the officers stole. The men who do the work on the railroads feel that only for the stock watering and grafting schemes, the income of the roads would be sufficient; but whether their statements are correct or not, the railroad managers and owners have not been so successful in their finances and statistics as to warrant them in being regarded as infallible.

The railroad brotherhoods have been criticised for refusing to arbitrate; but a railroad brakeman, in the hearing of the writer, called attention to the fact that one week before the strike was scheduled to take place, the railroads issued notices that

they would refuse to accept certain kinds of freight. Whereupon the prices of provisions in the cities immediately advanced by a very large increase, and, as the railroad brakeman said, "When I go to the store to buy a pound of meat, the storekeeper does not offer to arbitrate." The arbitration argument is not all on one side, and the newspapers that criticise the railroad brotherhoods for refusing to accept the particular kind of arbitration offered to them by the railroad managements will do well to look into all phases of this question. Otherwise, they will lay themselves open to the charge of being influenced by the commercial interests represented in the different Boards of Trades and Chambers of Commerce, and of all the different employing interests that naturally ally themselves against any wage-earner movements.

FOLLY OF COMPULSORY ARBITRATION.

Of course, when the railroad brotherhoods refuse the employer's offer of arbitration, there is a reversion of thought on the part of those whose only thought is to prevent a strike, somehow or anyhow, to some form of compulsory arbitration.

President Wilson himself turned in that direction and recommended to Congress the passage of a law which should avoid strikes on railroads engaged in interstate commerce until there had been a period of investigation. That is to say an investigation by some alleged impartial board was to be compulsory before a strike could take place unless the strike took place in violation of law.

Very likely we shall be treated to a renewal of attempts to enact laws providing for compulsory investigations or arbitration. We were surfeited with these a few years ago when the compulsory arbitration laws of New Zealand were held up to us as models. But, time has shown that far from solving the labor troubles of New Zealand, the compulsory arbitration laws have left more seething unrest in their wake than ever existed before in that country.

We are told of the beauties of the Canadian compulsory investigation act, which applied particularly to the railroads; but time has proved that the wage-earners of Canada have, in a number of instances, simply set the act to one side and have defied its provisions.

Time has shown that the Canadian act has worked in favor of the railroads and against the men. One of the brotherhood

leaders testified at Washington recently that in the case of a Canadian railroad investigation continued under the act for a period of two years after the same issue had been settled on the American roads, and then, at the expiration of these two years, the investigations having failed, a strike took place. The Canadian employees went two years after their American co-workers had obtained a settlement, and then had to strike.

The trouble with these compulsory labor laws is that they always seek to put the burden upon labor, and give the advantage to the employer. It is not altogether a question of policy, or whether it is wise to push something down labor's throat that labor does not want. There is also the question of right. When any law undertakes to say that a man must work whether he wants to or not, it amounts to involuntary servitude, that is forbidden by the constitution of the United States.

All forms of these compulsory investigation or arbitration acts are undoubtedly unconstitutional in the United States, whatever they may be in Canada, New Zealand, or any other country. In any case, whether they are constitutional or not, wage-earners refuse to be bound by any such jug-handled statutes, and will not accept them. It is folly for anyone, even the President of the United States, to talk of any compulsory laws of this nature. Congress, in attempting to enact legislation to prevent the railroad strike, is wise enough to omit any legislation along the lines of compulsory arbitration or investigation preliminary to a strike.

If employers want arbitration, let them make a fair and square agreement recognizing the rights of both sides, and then show themselves worthy by living up to their own agreement in good faith. Voluntary arbitration is a success when both sides have regard for the honor and the integrity of their agreements. Compulsory arbitration is a fool's paradise that does not and never can exist.

WHAT IS THE MATTER WITH DEAN?

Our members will remember that for several years we have been entertained more or less with the mental vaporings of a man named Dean, who came from San Francisco to assist the liars' brigade in the management of St. Louis affairs some few years ago, and who since that time has been a more or less prolific writer of fiction de-

voted to placing a distorted view of shoe labor affairs before the benighted world.

There was at one time, as we have observed in these columns, a very spirited contest on between Dean, Erlando and Walsh as to which of them was entitled to the liars' championship. It was well recognized that the championship rested between those three, and no other contenders were worthy of consideration. The prospective retirement of Erlando has been announced, he having purchased a farm in New Hampshire to which he is said to be intending soon to retire. This would leave Walsh and Dean, or Dean and Walsh, whichever the order of preference may be.

But lately we have missed the activities of Dean. He no longer occupies the front page of the "Smirchlight," and we wonder why.

It is said, also, that he is no longer on the payroll; or, in other words, that his feet are no longer in the feed trough. And again, we wonder why.

There is a rumor that Dean was managing a strike in St. Paul and distributing strike funds. The report is that Walsh went to St. Paul to investigate the strike, and that Dean disappeared the day before Walsh got there.

What was the matter? Was Dean afraid of Walsh? Or was Walsh jealous of Dean? Both of these men were very clever in writing stories to get Lynn shoemakers to give up money to support mythical strikes.

Where there were three liars, now there is only one. It might be regarded as a very large sized job for Walsh to do the work of all three, but then, his exceptional qualifications should be taken into consideration. It appears to be a case of the survival of the fittest.

Whatever the cause of the disappearance of Dean from prominence, we shall miss him, and so no doubt will others. He was rather an amusing cuss after all, but there is a sad thought, and that is that one by one these stars of secession vanish into the void from whence they came, and the movement to which they gave their pure lives knows them no more.

CRUSHING THE UNIONS.

There is more or less talk in commercial and employing circles, in trade magazines, and among business men that when the European war is over there is bound to be a readjustment of labor conditions and

wages on a lower scale, and that the unions are going to be crushed. This is a pet theory of narrow-minded employers who like to exercise the right to get all they can for what they have to sell, but who wish to deny the same right to labor.

The wish is father to the thought, but these gentlemen would not have to look very far to see evidence contrary to what they desire. There is a very interesting spectacle when the President and both branches of Congress undertake in four days to pass a law establishing the eight-hour day for employees of railroads in order to prevent a strike on Labor Day.

Leaving out of the question the merits of the eight-hour day, or the efficacy of the proposed law, or the cost of it to the railroads, or the constitutionality of the law, the fact remains that when the President and Congress became satisfied that the only hope of preventing the strike was to pass the eight-hour law, they proceeded to attempt to make it a law in four days.

Now, we wish to make the point that if the President and Congress find it advisable to take such quick action on a labor law in order to avoid a strike of the railroad brotherhoods, it is pretty good evidence that the labor unions in this country occupy a position of some strength, and probably they do not need to fear the men of little minds who are continually talking about crushing the labor unions.

It seems to be a peculiar fact that the more the labor unions are crushed the more numerous they become and the stronger they are. Therefore, organized labor can afford to indulge the hope that these little fellows will keep right on with their glorious work of crushing the labor unions.

Fortunately, there is an increasing number of employers with broader minds who realize that labor is bound to go forward; that the labor unions are here and must be dealt with; that they are here to stay; and that it is better policy to deal with them fairly. Even the railroad managers are in a fair way of finding out some of these facts before they get through with their present difficulties.

THE RAILROAD BROTHERHOODS.

The present railroad controversy is one between four brotherhoods and the railroads. The four brotherhoods are the Engineers, the Firemen, the Conductors and the Trainmen. These are the men that move the trains, and the four brotherhoods, act-

ing together, practically amount to an industrial union, just as the combined unions of the different departments of the shoe factory represent the shoemaking industry.

Now, there has been some criticism that these four railroad brotherhoods are the aristocrats of the railroad employees; that they are already highly paid; and that there are other railroad employees who need an increase worse than they do.

The fact is that these brotherhoods are organized and they receive higher pay because they are organized. They are also skilled men and have to know their business. A railroad brakeman has to understand the entire road signal system, and is said to be equally responsible with the conductor for the safety of the train. They do not get the same pay, the conductor getting nearly twice as much as the brakeman, and the engineer getting very much more than the fireman.

Still, all four of these different classes of railroad employees, earning different wages, are acting in combination because they constitute all of the railroad employees engaged in moving the trains, and all four of them are no doubt receiving better wages and better working conditions because they are organized than they would be receiving if they were not organized.

Nevertheless, the high prices of living bear hard on them as well as others. The railroad brakeman points out that he works for substantially the same pay as the city laborer who works eight hours, and the railroad brakeman is away from home, and subject to extra expenses on that account. Yet he is engaged in a public service equally essential to the work of a city street cleaner.

A railroad strike would bear hard on everyone, including the strikers. This is the way of all strikes. They are not joyous undertakings by any means. The best trade union thought has always been that the strike should be a last resort; but still there have always been employers who would deny justice to labor until a strike is provoked, and then denounce the labor unions because of strikes. How easy it is for one to ignore his own faults and criticize others.

If the railroad strike should occur it would be supported and backed up in every way by the trade union movement. The trade union movement, in spite of the hardships its members would have to bear through loss of employment or the lack of the necessities of life, would constitute the only form of public sentiment that would

support the railroad brotherhoods. And yet the railroad brotherhoods have not affiliated themselves with the trade union movement as represented by the American Federation of Labor. The railroad brotherhoods ought to be a part of the A. F. of L.

PREPAREDNESS.

Since everyone is talking preparedness, either for or against, it is perhaps not out of place to discuss it in these columns repeatedly, as preparedness is a great word, and susceptible of different applications and results. We have people who advocate military preparedness as expressed by a large army and navy and a complete supply of munitions. President Wilson has advocated industrial preparedness in the sense that the industries of the nation should be organized and co-ordinated for the production of war supplies and munitions.

It has been pointed out that it took England two years to organize her industries to produce munitions of war on the scale required in the present conflict.

It is well known that the state of preparedness enjoyed by Germany at the beginning of the war was the result of forty years of effort. It seems, therefore, that in a military sense, the nations of Europe did not have enough of preparedness; or, in other words, there cannot be too much of it in any event.

This is precisely the situation with regard to preparedness in the conduct of our industries, not for the production of munitions of war, but for the production of the necessities of peace.

There is a preparedness to which the wage-earners themselves owe a duty, and that is that they shall be well organized; that they shall be loyal; that their unions shall be strong, not only numerically, but financially, in loyalty, obedience and discipline; that their unions shall be strong as an effective force working for the betterment of their own conditions and those who come after them; that the unions shall be a benefit not only to the present generation of workers, but to all posterity.

It is a duty that the unions owe to themselves to be strong enough so that their voice may be respected and fair adjustments of their conditions secured with the least friction, bearing in mind that the best results compel the most complete preparedness in wage-earners' affairs as well as in every other activity of human life.

The individual owes a duty of prepared-

ness to himself and to his fellow workers that he should be a loyal and true member of the cause, make his contributions both of money and of personal service promptly and support his union at all times with word and deed. He owes the duty of being reasonable in his views, acts and demands; he owes the duty of being strong enough himself to be charitable with the weaknesses of other men.

The employers also owe a duty to preparedness in an industrial sense. They owe this duty, or these duties both individually and collectively. They need to abandon the theory of making money by hiring men cheap, and need to figure more to make a profit while paying men well and with due consideration to high living expenses. They owe a duty to recognize the rights of the workers as men, as human beings, and not treat them as chattel slaves. They owe a duty to recognize the collective bargain as the best method of adjusting relations between employers and employees. They owe a duty to do their share toward bringing about permanent arbitration arrangements between employers and employees.

And both wage-earners and employers owe a common duty to themselves and to each other to deal fairly and reasonably in carrying out their working agreements in good faith, so that the asperities of the struggle for existence may be to some extent softened and human relationships improved.

If such a spirit of preparedness can only prevail on both sides, there should be a condition of industrial peace the lack of which in the present railroad controversy has threatened to demoralize the business and industrial conditions of the entire country, to the danger, perhaps, of thousands of fortunes and millions of lives.

BRIEFS.

Labor Day, 1916, has passed into history.

It was ushered in by the passage of a law by the United States Congress establishing the eight-hour day for railroad workers engaged in interstate commerce.

This law was passed to save the country from a strike of railroad workers. Perhaps this is the most significant event in denoting the degree of recognition given to the power of organized labor.

Whether the eight-hour law for railroad workers proves good or bad, the object lesson is one to be remembered.

But, let us not forget that legislation is not the end, nor preferably the means. Through sound trade union organization and effort, the wage-earners may achieve and hold benefits and improvements.

The mere passage of a law will not permanently improve our conditions unless we are organized strongly enough to hold that which we gain. And, if we are strong enough for that, the passage of many laws are unnecessary.

It, therefore, becomes a matter of some interest as to how you celebrated Labor Day, and as to whether you used the holiday for selfish purposes or individual pleasure, or in the interest of the cause that made Labor Day possible.

Admitting the natural desire of wage-earners and families for picnics and outings on the few holidays they have in the year, yet Labor Day, set apart for the celebration of the achievements of labor, should be sacredly devoted to the cause of labor and to the end that the trade union movement may be strengthened and prepared for further achievements for labor.

If this lesson should reach the eye of any trade union member who feels that he has not done his full duty on the Labor Day just past, it is not too late for the member to begin now and do his share for his union and the organized labor cause throughout the year, until and including Labor Day, 1917, and thereafter.

There are numerous ways in which every trade union member can support the labor cause. First there is loyalty; to be a champion and a defender of the trade union movement and a supporter of the officers thereof.

One cannot be a strong trade unionist and at the same time spend his time running down the officers and committees thereof. There is a time for the member to express his wishes in those respects; namely, election time. At other times to slander the officers, local or general, is belittling the movement.

Every person who is a true trade unionist at heart will refuse to spend union wages for the product of unfair labor. Each member, when spending wages, becomes an employer of labor. Let us spend every cent of union wages for the employment of union labor. Let us demand the union label on every article we purchase that is manufactured in trades in which union labels are used.

Loyalty to the union movement and to trade union labels, involving as they do, a chance for every member to support the movement almost every day in the year by some positive act, are two of the principal ways in which trade union members can qualify for trade union work. The constant application of these two principles will constitute a very fine habit for the average trade union member to get into and will lead him on to the very best form of trade union support and accomplishment.

GULF STREAM MAKES DESERTS.

The gulf stream, as every one knows, is a broad river of warm water which starts in the Gulf of Mexico, wanders across the cold Atlantic ocean and bumps into the British Isles, giving them a warm climate and no end of fog and rain. But few people know that in the atmosphere above there is a second gulf stream of warm, moist air.

This slow, damp breeze strikes the British Isles and does not carrom off like the gulf stream, but continues over Europe. As it passes over Sweden, Finland and northern Russia, these cold lands chill the wind and cause it to drop its moisture in the form of rain. The lakes and rivers of these northern countries are all supplied by the moisture taken up from the gulf stream.

The rotation of the earth makes this wind vary gradually to the southward about the time it has given up the last of its moisture and warmth. As a mighty draft of dry cold air, the gulf stream wind moves on across the plains of Russia. As it approaches the equator, the wind warms again, but becomes even drier.

At last, as it sweeps over Turkestan, Arabia and Sahara, it evaporates like a great sheet of blotting paper all water it meets, forming the deserts of Turkestan, Sahara and Arabia. Fortunately this devastating wind now leaves the continent, becomes the trade winds and returns to its starting point at the Gulf of Mexico.

.. FRENCH DEPARTMENT ..

ARBITRAGE.

Le sujet se rapportant à l'arbitrage de différends dans les questions laborieuses attire l'attention publique actuellement comme résultat de la controverse entre les chemins de fer et les différentes fraternités d'employés de chemin de fer. Plus que toute question de notre histoire industrielle des temps passés le public prend un intérêt particulier au sujet qui agite actuellement les esprits. L'imminence d'une grève de chemin de fer arrêtant toutes formes de nécessités de la vie, ainsi que presque toutes les industries manufacturières, dépendantes de facilités de transport non-interrompues, met la question du service de chemin de fer, ou sa suspension, d'un intérêt intime pour tout individu qui s'arrête à y penser un peu.

Les directeurs de chemins de fer ont annoncé dans la presse, au moyen d'annonces payées et autres rapports, leur dévouement au principe de l'arbitrage, et la presse a plus ou moins critiqué l'attitude des fraternités de chemins de fer qui ont refusé l'arbitrage comme solution ou moyen de régler les différends entre les chemins de fer et les employés.

Nous ouvriers en chaussures, membres de l'Union des "Boot and Shoe Workers," pouvons facilement affirmer que nous sommes hautement en faveur de l'arbitrage dans les différends laborieux, puisque nous avons suivi cette ligne de conduite depuis dix-huit ans; mais, parce que nous avons adopté ce plan comme règle générale, il ne s'ensuit pas que les fraternités de chemins de fer devraient accepter l'arbitrage dans les circonstances qui existent entre elles et les différentes directions de chemins de fer.

Il y a différentes sortes d'arbitrage. L'esprit qui y préside change l'aspect des choses, et il sied mal à ceux qui ont employé l'arbitrage comme moyen détourné pour empêcher le règlement de différends laborieux de verser des larmes de crocodiles quand les employés, après avoir maintes fois accepté l'arbitrage de bonne foi, et avoir acquis l'amère certitude que le patron s'en était servi pour différer les

règlements, en viennent à la conclusion que cette sorte d'arbitrage ne saurait leur convenir plus longtemps.

Nous comprenons que l'expérience du passé des fraternités de chemin de fer avec l'arbitrage a été de cette nature. Nous comprenons que les différentes sortes d'arrangements d'arbitrage ont simplement servi de prétexte pour retarder; que ce qu'on a accordé d'après ces arrangements est insignifiant; se montant à cinq sous par jour dans certains cas; et que dans beaucoup de cas les règlements conclus n'ont pas été suivis immédiatement par les chemins de fer.

L'arbitrage de la onzième heure d'un patron n'est pas l'arbitrage réelle. Cela demande un esprit de bonne foi des deux côtés. Si l'on s'attend à ce que le travail s'en tienne de bonne foi aux contrats d'arbitrage; si l'on s'attend à ce que le travail adopte ou continue une méthode d'arbitrage, le capital doit avoir l'intelligence de comprendre qu'il a sa part du marché à accomplir; il doit accepter l'arbitrage de bonne foi et agir en conséquence.

Le capital doit faire plus encore. Il doit réaliser qu'avec l'augmentation constante des prix pour les nécessités de la vie, il devient nécessaire d'avancer les gages pour rencontrer les dépenses. Si le capital croit que le travail peut être satisfait de l'arbitrage avec des gages stationnaires, l'espérance d'une paix industrielle n'est pas fondée.

Notre propre expérience nous a montré des compagnies de chaussures qui paraissent être en faveur de l'arbitrage comme moyen d'avancer leurs égoïstes projets. Nous avons eu des exemples où l'on s'est servi de tout prétexte pour retarder l'arbitrage, d'après la théorie que plus longtemps ou retardait, plus ou prolongeait le temps où les nouveaux gages seraient en force. Nous avons eu l'expérience d'individus assez petits pour consentir à sacrifier tout le principe de l'expérience pour leur donner le temps d'épargner quelques piastres par un retard de quelques semaines.

Nous sommes heureux de constater que ces cas n'ont pas été en majorité, et que

les résultats de l'arbitrage dans notre métier ont été excellents. Nous avons suivi cette ligne de conduite depuis si longtemps que, règle générale, les patrons et les employés en ont reconnu les bienfaisants effets; mais nous avons parfois été forcés de terminer nos contrats d'arbitrage quand le patron a refusé de se soumettre aux obligations qu' ils contenaient.

Il est évident que le succès en ce qui concerne l'arbitrage exige une certaine éducation et du jugement des deux côtés pour ce qui se rapporte à la valeur réelle d'un tel plan de paix industrielle, et aux obligations imposées aux deux parties par de telles relations. Non seulement chaque côté doit consentir à arbitrer, mais ils doivent garder la lettre et l'esprit de leurs traités. Il est apparent que les directeurs de chemin de fer ont perdu jusqu' à un grand point leur droit d'arbitrage à cause de leurs pratiques rusées du passé. Comme d'autres qui ont suivi une pareille ligne de conduite, ces gens sont maintenant dans une position très-désagréable. Ils doivent ajouter une somme substantielle au registre des gages ou dépenser un plus fort montant pour combattre la grève. Ils se plaignent du manque de capital pour l'amélioration des chemins de fer, quand ils savent bien que la direction financière corrompue a fait baisser la confiance publique. Actuellement, nous avons l'exemple d'une minorité d'actionnaires poursuivant les intérêts de la majorité d'un chemin de fer pour \$162,000,000, accusant les officiers de vol. Les hommes qui font le travail sur les chemins de fer sentent bien que si on ne manipulait pas les actions par des moyens frauduleux, le revenu des chemins de fer serait suffisant; mais, que ces avancées soient viridiques ou non, les gérants et propriétaires de chemins de fer ne semblent pas avoir assez réussi dans leurs finances et statistiques pour leur permettre d'être reconnus comme infallibles.

On a critiqué les fraternités de chemin de fer pour avoir refusé d'accepter l'arbitrage; mais un serre-frein, à la connaissance de celui qu' écrit ces lignes, rappelle le fait qu' une semaine avant que la grève ait été annoncée comme devant être déclarée, les chemins de fer publièrent des avis qu' ils refuseraient d'accepter certaines sortes de fret. Le prix des provisions augmenta immédiatement beaucoup dans les villes, et, comme le remarquait le serre-frein: "Quand je vais chez le boucher pour acheter une livre de viande, il n'offre pas d'arbitrer." L'argument de l'arbitrage n'est pas tout d'un côté, et les journaux qui critiquent les fra-

ternités de chemin de fer parce qu' ils refusent d'accepter la sorte d'arbitrage particulier que leur offrent les directeurs de chemin de fer feront bien d'examiner toutes les phases de la question. Autrement, ils risquent qu' on les accuse d'être à la solde d'intérêts commerciaux représentés dans les différentes chambres de commerce et bureaux d'échanges, ainsi que d'autres intérêts qui s'unissent naturellement contre tous les mouvements du travailleur à gages.

FOLIE DE L'ARBITRAGE COMPULSOIRE

Sans doute, quand les fraternités de chemin de fer refusent l'offre du patron d'arbitrer, ceux dont l'idée est de prévenir une grève seulement, changent d'idée quelque peu et pensent à quelque forme d'arbitrage compulsoire.

Le président Wilson lui-même eut cette pensée et recommanda au Congrès le passage d'une loi qui éviterait les grèves de chemin de fer engagés dans le trafic entre états jusqu' après une certaine période d'investigation. Ce qui veut dire qu' une investigation par certain bureau réputé impartial, deviendrait compulsoire avant qu' une grève se déclare, à moins que la grève n'ait lieu en violation de la loi.

Il est bien probable qu' on fera de nouveaux efforts pour légiférer en faveur d'investigations ou d'arbitrage compulsoire. Nous avons un surcroît de ces lois il y a quelques années quand celles de l'arbitrage compulsoire de la Nouvelle Zélande nous furent présentées comme modèles. Mais l'expérience a démontré que, loin de résoudre les troubles laborieux de la Nouvelle Zélande, les lois de l'arbitrage compulsoire ont produit plus de malaise que jamais en ce pays.

On nous avait vanté les beautés de l'acte d'investigation compulsoire canadien, s'appliquant particulièrement aux chemins de fer; mais l'expérience a prouvé que les travailleurs à gages du Canada ont, dans de nombreux cas, ignoré simplement l'acte et défilé ses provisions.

Le temps a démontré que l'acte canadien avait plus favorisé les chemins de fer que les travailleurs. Un des chefs d'une fraternité témoignait récemment à Washington que dans le cas d'investigations d'un chemin de fer canadien, ayant eu lieu d'après l'acte de la période de deux ans, la même question avait été réglée sur les chemins américains, et qu' alors, après l'expira-

tion de ces deux ans, les investigations n'ayant pas réussi, une grève se déclara. Les employés canadiens attendirent deux ans et furent forcés de se mettre en grève quand leurs compagnons de travail américains avaient obtenu un règlement.

Ces lois compulsoires concernant le travail semblent avoir pour objet de mettre le fardeau sur le travailleur, donnant toujours l'avantage au patron. Ce n'est pas tout-à-fait une question de système, ou de savoir s'il est sage de forcer quelque chose que le travailleur ne désire pas. Il y a toujours la question de droit. Quand une loi prétend forcer un individu à travailler, qu'il le veuille ou non, c'est de l'esclavage, ce qui est défendu par la constitution des États-Unis.

Toutes ces formes d'actes rendant l'investigation ou l'arbitrage compulsoire sont indubitablement contraires à la constitution des États-Unis. C'est la même chose au Canada, à la Nouvelle Zélande, ou dans tout autre pays. Dans tous les cas, que ce soit constitutionnel ou non, les travailleurs sur gages refusent d'être les esclaves de tels statuts et ne les accepteront pas. C'est folie pour qui que ce soit, même pour le président des États-Unis, de parler de lois compulsoires de cette nature. Le Congrès, eu cherchant à légiférer pour prévenir la grève de chemin de fer, est assez sage pour omettre tout ce qui pourrait ressembler à l'arbitrage compulsoire ou à une investigation préliminaire à une grève.

Si les patrons désirent l'arbitrage, qu'ils soient honnêtes en reconnaissant les droits des deux côtés, et qu'ils se rendent dignes en étant fidèles à leur propre traité. L'arbitrage volontaire est un succès quand les deux côtés ont de la considération pour l'honneur et l'intégrité de leurs traités. L'arbitrage compulsoire est le paradis de l'insensé, qui ne peut jamais exister.

QU'EST DEVENU DEAN?

Nos membres se souviennent d'un certain personnage aux idées vaporeuses, nommé Dean; qui vint de St. Francisco pour aider la ligue des hableurs dans les affaires de St. Louis il y a quelques années, et qui, depuis, a écrit à profusion des propos mensongers dans le but de présenter au public ignorant l'industrie des chaussures sous un faux aspect.

Il y eut déjà en ces colonnes un très intéressant débat dans le but de décerner le

titre de "Champions hableurs" à Dean, Erlando et Walsh, titre qu'aucun autre concurrent ne pût décrocher. La proposée abdication d'Erlando fut annoncée ainsi que l'achat d'une ferme au New Hampshire dans le but de s'y reposer. Il restait donc Walsh et Dean ou Dean et Walsh, suivant l'ordre de préférence.

Mais dernièrement on n'entend plus parler de Dean, et il ne brille plus au premières pages du "Smirchlight;" et l'on s'en étonne.

On dit qu'il ne paraît plus sur la feuille de présence ni dans l'arène des blagueurs; et l'on s'en étonne encore.

Dame rumeur annonce qu'il dérige une grève à St. Paul et qu'il y distribue des ressources à cet effet. Walsh s'y rendit pour y faire des investigations et Dean disparut la veille même.

Qu'a-t-il? Est-ce que Dean craint Walsh? ou bien Walsh est-il jaloux de Dean? Tous deux furent très habiles à monter des histoires dans le but de soutirer de l'argent aux cordonniers de Lynn pour supporter des grèves imaginaires.

Des trois menteurs il n'en reste qu'un. C'est une tâche onéreuse pour Walsh de faire le travail de trois; mais il est doué de capacités exceptionnelles à cet effet. C'est la question du plus fort qui survit.

Quelque soit la raison qui justifie la résignation de Dean, nous le manquerons ainsi que beaucoup d'autres. Il était très amusant. Mais ce qu'il y a de plus triste, c'est que toutes ces étoiles retombent au néant d'où elles viennent; le mouvement pour lequel elles se sont dépensées ne les reconnaît même plus.

ABOLITION DES UNIONS.

Il se fait beaucoup de pourparlers dans les cercles commerciaux, les bureaux d'emploi, les revues de commerce et parmi les hommes d'affaires, qu'après la guerre Européenne il y aura une révision des conditions de travail et une diminution de salaires, et que l'union sera abolie. C'est le rêve favori du patron borné qui désire vendre sa marchandise à des prix exorbitants et refuse ce même droit au travailleur.

Le désir fait naître la pensée, ces messieurs peuvent voir facilement l'évidence contraire à leur désir. Il y a ici un fait très intéressant quand le président, et le congrès entreprennent en quatre jours de passer une loi pour établir huit heures de travail pour les employés de chemins de fer afin d'éviter une grève le Jour de la fête du Travail.

Laissant de côté les avantages d'une journée de huit heures, ou l'efficacité de la loi proposée, ou le prix qu'elle coûte aux chemins de fer, ou la constitutionnalité de la loi, les faits sont là que le président et le congrès furent satisfaits que le seul moyen d'avorter la grève était de passer une loi de huit heures. Et ils entreprirent d'en faire une loi en quatre jours.

Maintenant, nous désirons faire connaître ceci; que si le président et le congrès jugèrent propice de décider si promptement une loi de travail pour éviter la grève, c'est une preuve évidente que les unions de travail ont de l'influence, et qu'elles n'ont pas raison de craindre qu'elles soient abolies par quelques esprits étroits.

C'est un fait particulier, que plus on essaie d'écraser les unions de travail plus elles se relèvent nombreuses et puissantes. Donc les organisations de travail n'ont pas besoin de craindre l'oeuvre de ces petits patrons qui travaillent glorieusement à leur utopie.

Heureusement qu'il y a beaucoup de patrons à l'esprit large qui réalisent que les unions sont forcées de progresser; qu'elles existent et qu'elles doivent s'en occuper; qu'elles existeront et que leur meilleure politique est de les traiter avec sincérité et de bonne foi. Même les présidents de chemins de fer verront ces faits avant qu'ils en finissent avec leurs difficultés actuelles.

LES FRATERNITÉS DE CHEMIN DE FER

La question actuelle des chemins de fer se débat entre quatre fraternités et leurs patrons. Ces quatre fraternités sont les Ingénieurs, les Chauffeurs, les Conducteurs et les Employés de convoi. Ce sont ces quatre fraternités qui permettent la circulation d'un convoi, et, agissant ainsi conjointement, elles forment pour ainsi dire une union industrielle de même que l'ensemble des unions des différents départements d'une manufacture de chaussures en forme l'industrie.

Maintenant, on a dit que ces quatre fraternités sont l'aristocratie des employés de chemin de fer, qu'elles sont largement payées, et que d'autres employés de chemins de fer ont plus besoin qu'elles d'une augmentation de salaires.

La raison est celle-ci: Ces fraternités sont organisées et reçoivent un salaire plus élevé parce qu'elles le sont. Ce sont aussi des hommes habiles qui connaissent leur métier. Un serre frein doit connaître

parfaitement le système des signaux du chemin, et il est aussi responsable de la sécurité du convoi que l'est le conducteur. Ils ne reçoivent pas le même salaire: le conducteur reçoit le double du serre frein, et l'ingénieur plus que le chauffeur.

Pendant ces quatre classes d'employés recevant respectivement différents salaires agissent de concert parce que d'eux seuls dépend la circulation des convois. Et ces quatre fraternités reçoivent sans doute de meilleurs salaires et ont de meilleures conditions de travail qu'elles auraient si elles n'étaient pas organisées.

Cependant elles ressentent aussi la cherté de la vie. Le serre frein prétend qu'il travaille pour le même salaire que l'employé civil qui ne travaille que huit heures; qu'il est éloigné de son chez soi et conséquemment contrelent à un surplus de dépenses, et que son travail est aussi nécessaire au bien public que l'est celui du balayeur de rue.

Une grève de chemin de fer serait désastreuse pour tous. Cela en est ainsi des grèves. Ce ne sont pas des entreprises agréables. Les meilleures unions de commerce ont toujours prétendu qu'une grève ne devrait être que le dernier ressort. Cependant il y eut toujours des patrons qui refusèrent justice à l'ouvrier jusqu'à ce qu'une grève soit déclarée, pour ensuite dénoncer les unions de travail comme cause des grèves. Il est plus facile d'ignorer ces fautes et critiquer les autres. Qu'une grève de chemin de fer se déclare, elle sera supportée en tout et partout par l'union. L'union de commerce, malgré l'oppression que ses membres auraient à souffrir par manque de travail ou de nourriture, établirait seul le sentiment public qui supporterait les fraternités.

Et de plus, les fraternités ne se sont pas affiliées avec le mouvement unioniste représenté par la fédération américaine du Travail. Les fraternités de chemin de fer devraient s'y affilier.

PRÉPARATION.

Puis qu'on ne parle que de préparation, soit pour ou contre, il est peut-être opportun de discuter ici cette importante question aux aspects variés et aux conséquences multiples.

Les uns favorisent une préparation militaire: c'est-à-dire une immense armée de terre et de mer pourvue d'un indispensable approvisionnement de munitions. D'autres,

comme le président Wilson avisent une préparation industrielle, c'est-à-dire que toutes les industries nationales s'organisent pour coopérer à la production de tous les matériels de guerre.

On sait qu' il fallut à l'Angleterre deux ans pour organiser ses industries à produire les munitions nécessaires pour faire face au conflit actuel. On sait aussi qu' il fallut à l'Allemagne quarante années de travail assidu pour préparer le grand, formidable assaut qui se continue actuellement. Concluons de ces faits qu' au point de vue militaire, les nations de l'Europe n'étaient pas suffisamment préparées ou bien, on ne peut l'être jamais assez.

Ceci est précisément la condition de nos industries, non en ce qui concerne les productions de guerre, mais en ce qui concerne le nécessaire au maintien de la paix.

De là, un devoir s'impose aux ouvriers: Celui de bien s'organiser, de consolider leurs unions, non seulement au point de vue numérique mais financier, d'être francs et sounie afin qu' elles puissent travailler effectivement à leur propre bien être comme à celui de leurs semblables; afin qu' elles soient profitables, nonseulement à cette génération, mais aussi aux générations futures.

Un devoir s'impose aux unions, qui doivent se rendre assez puissantes pour faire respecter leurs droits pour arriver, quand il s'agit de régler des différends, à une entente équitable sans trop de perturbation.

Un devoir s'impose au particulier. Il doit être pour lui-même et ses camarades un loyal défenseur de la bonne cause. Il doit toujours contribuer avec promptitude au support de l'union, soit en conseils, en services personnels ou en argent. Ses requêtes et ses vues doivent être larges et sages, et doivent être charitables pour les autres.

Un devoir s'impose aux patrons. Ils se le doivent individuellement et collectivement. Ils doivent abandonner cette tactique de s'enrichir aux dépens d'une main d'oeuvre à bas salaire, mais doivent chercher à réaliser leurs profits tout en payant libéralement leurs employés pour subvenir aux exigences et à la cherté de la vie. Ils doivent reconnaître les droits de l'ouvrier et le traiter humainement, non en esclave, et faire leur part pour amener une entente permanente entre le patron et l'ouvrier.

Un devoir s'impose conjointement au patron et à l'ouvrier; celui d'agir franchement, ouvertement et raisonnablement dans l'accomplissement de leurs contrats, afin que la

bonne intelligence règne entre eux et que les luttes de l'existence soient moins dures. Q' un tel sentiment règne chez eux: il en résultera une paix industrielle qui n'aurait pas causé la grève actuelle des chemins de fer qui a falli démoraliser toutes les affaires et les industries nationales, et mettre en danger les fortunes et les vies.

PETITES NOTES.

Le Jour du travail de 1916 est du domaine de l'histoire.

Ce jour fut présenté par le passage d'une loi par le Congrès des États-Unis établissant la loi de huit heures pour ceux qui travaillent sur les chemins de fer qui font le trafic entre états.

Cette loi fut passée pour sauver le pays d'une grève d'employés de chemins de fer. Ceci est peut-être l'événement le plus significatif tendant à marquer le degré de puissance concédé au travail syndiqué.

Que la loi de huit heures pour ceux qui travaillent sur les chemins de fer soit bonne ou mauvaise, la leçon est une qu' on ne saurait oublier.

Mais, n'oublions pas que la législation n'est pas la fin, ni préférablement les moyens. Au moyen d'une saine organisation unioniste et d'efforts, les travailleurs à gages peuvent s'assurer des bénéfices et des améliorations.

Le seul passage d'une loi ne saurait améliorer perménement nos conditions à moins que nous nous organisions assez puissamment pour retenir ce que nous avons gagné. Et, si nous sommes assez forts pour cela, le passage de beaucoup de lois devient inutile.

Alors, il devient intéressant de savoir comment vous avez célébré le Jour du travail. Vous êtes-vous servi de cette fête pour des moyens égoïstes ou pour vos plaisirs individuels, ou dans l'intérêt de la cause qui a rendu le Jour du travail possible?

Admettant le désir naturel des travailleurs à gages et de leurs familles pour les piques et excursions aux jours de fête de l'année qui sont peu nombreux; cependant,

le Jour du travail, mis à part pour célébrer ce que le travail a fait, devrait être consacré à la cause laborieuse afin de la rendre plus puissante et de la préparer pour l'avenir.

Si cette leçon à quelque membre d'union de métier qui sentirait qu' il n'a pas fait son plein devoir au dernier Jour du travail, il n'est pas trop tard pour qu' il commence à faire sa part pour son union et la cause du travail syndiqué pendant l'année jusqu' à la Fête du travail 1917, et plus tard.

Un membre d'union de métier peut trouver bien des moyens d'aider à la cause laborieuse. D'abord il y a la loyauté; il faut appuyer et défendre le mouvement de l'union des métiers et les officiers qui en ont la direction.

Un homme ne saurait être un bon unioniste et vilpander les officiers et comités qui dirigent l'organisation. Le jour de l'élection est le temps propice pour exprimer son opinion. Après cela, c'est travailler contre le mouvement que de médire contre les officiers locaux et généraux.

Tout individu qui est un véritable unioniste de coeur se refusera à dépenser des gages d'union pour des produits non-unionistes. En dépensant ses gages, chaque membre devient le patron de quelque travailleur. Dépensons chaque sou à employer des unionistes. Demandons le Cachet de l'Union sur tous les produits qui le portent.

Loyauté au mouvement de l'Union ainsi qu' aux Cachets d'unions, donnant à chaque membre l'opportunité de supporter le mouvement chaque jour de l'année par quelque acte positif, sont deux des principaux moyens par lesquels les membres d'unions de métiers peuvent devenir qualifiés pour le travail qui nous intéresse. L'application constante de ces deux principes constituera une très-bonne habitude pour la moyenne des membres unionistes qui ont à coeur l'avenir de notre organisation et de ceux qui en font partie.

VALUE OF ORGANIZATION.

"A girl earning \$5.00 a week in a Springfield department store shortly before the survey asked for a wage increase. She was told that if she wasn't satisfied she

could go elsewhere. To the store her loss was of small consequence. Another girl willing to work for \$5.00 would take her place, and work in the store would move along as it had before. But to the girl the alternative was serious. It meant continuation at less than a living wage, or possible temporary unemployment while seeking another place. Workingmen, moreover, with families to support, when placed in similar situations, hesitate a good deal before giving up employment, and many stay at a wage below what they think they deserve, rather than venture on the uncertain hope of securing higher wages.

"The case of the girl illustrates the general truth, that acting alone employes are practically powerless to win wage concessions, shorter hours, or better working conditions, for they have no means for enforcing their demands. Experience has shown that it is only by acting together that they can force hours down and wages up, or bring about other improvements. The labor union movement, therefore, offers an effective means by which employes may do something worth while toward industrial betterment."—From "Industrial Conditions in Springfield, Illinois," a report prepared by Department of Surveys and Exhibits, Russell Sage Foundation, of New York.

WHAT HAVE WE DONE TODAY?

We shall do so much in the years to come,
But what have we done today?

We shall give our gold in a princely sum,
But what did we give today?

We shall lift the heart and dry the tear,
We shall plant a hope in the place of fear,
We shall speak the words of love and cheer;
But what did we speak today?

We shall be so kind in the afterwhile,
But what have we been today?
We shall bring each lonely life a smile,
But what have we brought today?
We shall give to truth a grander birth,
And to steadfast faith a deeper worth,
We shall feed the hungering souls of earth;
But whom have we fed today?

We shall reap such joys in the by-and-by,
But what have we sown today?

We shall build us mansions in the sky,
But what have we built today?

'Tis sweet in idle dreams to bask,
But here and now do we our task?
Yes, this is the thing our souls must ask,
"What have we done today?"

HUMAN FREEDOM FIRST.

After a long experience with the Colorado law, which prohibits workers from striking until they give a state commission 30 days' notice, Organizer Biggs of the Journeymen Tailors' Union expresses these patriotic sentiments in the official paper of that organization:

"There is a question of human freedom involved in that Colorado law and commission that can nail the worker to his job for 30 days or 30 times 30 days, during which the employer can get ready with strike-breakers.

"The law as administered in Colorado is a crying injustice to all who toil. No 'findings' can compensate for the tyranny that can be practiced under it. To allow such a law to spread to other states would be country-wide calamity.

"There is no more important issue confronting labor today than this question of involuntary servitude to a capitalistic commission vs. human freedom and the right to right our wrongs. All else is of lesser importance. If we lose our freedom we lose all. Let us not be tempted by any bait of 'findings and award'—their findings are only what we already know. Their awards are simply recommendations. They can give the worker nothing, but they can nail him to his job. Already they have shown brazen indifference to the oath they took to fairly administer the law. They will show their teeth in Colorado and other states if we stand idly by until they shall have united our chains securely."

DELICATE PROBLEM.

Parson Johnson, an evangelist of color, was caught hugging one of the finest ewe lambs of the congregation, who was a very popular young lady, and was brought up for trial.

"You have seen these great pictures, I suppose, so you know dat de great Shepherd am always pictured with a lamb in His arms," said Brudder Johnson.

"Yes, sah, Pahson, dat am so," admitted Deacon Jones.

"Den, Brudder Jones, what am wrong in the shepherd of dis flock having a lamb in his arms?"

After the point was discussed at the afternoon meeting of the following resolution was adopted: "Resolved, Dat for the future peace of the congregation, dat the next time Brudder Johnson fees called on to

take a lamb of de flock in his arms, dat he pick out a ram lamb."

CREED.

To live as gently as I can;
To be, no matter where, a man;
To take what comes of good or ill
And cling to faith and honor still;
To do my best, and let that stand
The record of my brain and hand,
And then, shall failure come to me
To work and hope for victory.

To have no secret place wherein
I stoop unseen to shame or sin;
To be the same when I'm alone
As when my every deed is known;
To live undaunted, unafraid
Of any step that I have made
To be without pretense or sham
Exactly what men thing I am.

To leave some simple mark behind
That I have lived for men to find;
If enmity to aught I show
To be an honest, generous foe;
To play my little part, nor whine
That greater honors are not mine.
This, I believe, is all I need
For my philosophy and creed.

—Detroit Free Press.

EXPERT TESTIMONY.

Landlady—That new boarder is either a married man or a widower.

Pretty Daughter—Why, ma, he says he is a bachelor.

Landlady—Well, I don't believe it. When he opens his pocketbook to pay his board he always turns his back to me.

WOULD DESERVE IT.

An old farmer down the country, giving instructions for his will, directed a legacy of \$25,000 to be given to his wife. Being informed that some distinction was usually made in case the widow married again, he doubled the sum and, when told that this was contrary to custom he said, with heartfelt sympathy for his possible successor:

"Ay, but him that gets her'll deserve it!"

Once in a great while a man is driven to drink, but as a rule they trot right up to it of their own accord.

TELLING HIS EXPERIENCES.

An Irish soldier just home from the front was relating his experiences to his mates at home. "I well remember one time. Myself and Brother Denis was a listenin' control, when a 'Jack Johnson' burst close to us, and when we came to ourselves after the shock there was my poor Brother Denis with his left arm clean blown from the shoulder. When he saw what they had done, he got so mad that he dashed out before I could stoy him, and he grabbed two Germans, one in each hand, and dashed their heads together till they fell insensible." "Ah," said one of his mates, "sure and are you not just telling us your Brother Denis had his left arm blown off?" "I am," said the Irish soldier; "but, sure, you don't take any notice of these things when you're fighting."—Tobacco Worker.

ABOUT TIME.

One evening the young minister, who had seemed rather attracted by "Big Sister" Grace, was dining with the family. "Little Sister" was talking rapidly when the visitor was about to ask the blessing. Turning to the child he said in a tone of mild reproof:

"Laura, I am going to ask grace."

"Well, it's about time," answered "Little Sister" in an equally reproving tone. "We've been expecting you to do it for a year, and she has, too."

DO YOU KNOW THAT

Better wages make better health?

Better health makes better citizens?

Better citizens make a better nation?

The U. S. Public Health Service found 78 per cent of the rural homes in a certain county unprovided with sanitary conveniences of any kind?

Cholera is spread in the same manner as typhoid fever?

Scarlet fever kills over 10,000 Americans each year?

Hookworm enters through the skin?

He who builds up health lays up treasure in the Bank of Nature?

"Father went off in a good humor this morning," observed the daughter.

"Heavens!" exclaimed the mother, suddenly remembering. "That reminds me. I forgot to ask him for any money!"

HIS FIRST LESSON.

A kind gentleman presented the new minister with a beautiful parrot. The following day the bird exhibited his vocal powers in a string of vulgarity that shocked and angered the clergyman to such an extent that he determined to apply the ax. A neighbor dissuaded him by declaring a cure would be affected by ducking him in cold water.

The offense was repeated soon afterward and the parson grasped Polly by the neck and immersed him several times, then whirled him around and around until the poor bird's neck was nearly dislocated. It lay dazed on the lawn for a long time, then shook its feathers out and looking around saw its new master standing grimly surveying it.

"Well, where in hell were you when the cyclone struck us?" exclaimed Polly in surprise.—Ginger.

JUST A DREAM.

An Irish doctor once kept an Irish man servant who was known for his wit. The other day the doctor woke up with a start. Says he to Paddy: "It might have been a dream, Paddy, but I could have sworn I saw you taking a glass of whiskey out of my decanter."

Pady—"Bejabbers, sir, it was just a dream, because I made sure that you were sleeping first."—Garment Worker.

PEACE.

There is no peace for him whose hours drift by

In reckless pleasure or in heedless rest;

Who sees no storm cloud on the mountain crest,

And views alone the blue and placid sky,

When loyal love is left to fade and die.

We squander Nature's dearest gifts and best,

Then fortitude grows feeble and distressed
And fails to give response to honor's cry.

To him who holds himself for duty's call,

Nor shirks the truth that duty has to speak,

Who scorns to take his place among the weak;

But turns him to his task, though great or small;

Who shrinks not when the darkest shadows fall—

To him comes peace that others seek.

—Washington Star.

FOLLY OF THE LONE WAGE EARNER.

Here is a story with a moral for workmen: A visitor was being escorted through an insane hospital. He observed that the inmates possessed of like manias were segregated in groups with only one guard over each group. Those who lost their reason over religion were placed together in a ward. In like manner those on suicide bent were segregated. Men who became unbalanced over inventions were also grouped with but a single watchman over them.

The fact that there was only one guard in each ward puzzled the visitor, but he asked no questions until he was escorted to the room in which homicidal inmates were detained. This was the most dangerous looking of all. Their wild-eyed glares gave him a chill, and turning to the guard he excitedly asked: "How many guards have you over these wild men?" "I am the only one here," was the calm reply of the keeper. "Aren't you afraid they will kill you?" the visitor asked in astonishment. "I am not afraid of any one of them," replied the guard with quiet pose. "But are you not afraid they will unite and kill you?" was the next question and asked more excitedly than the others. "My dear man," answered the guard philosophically, "don't you know that fools never unite?"

And so it is with too many wage earners. They see about them everywhere evidences of the achievements of the working classes through united action; they know that the eight-hour day, a minimum wage based upon the cost of living and higher needs, and a thousand and one advantages have come to other laborers through organization, while they plow along at the same old "supply and demand" gait, never rising higher than a fixed level, and usually falling below the bare living standard; working helplessly alone, mere atoms in the midst of organization's vineyard.

In the face of such a situation should not the reply of the guard to the visitor in the insane hospital appeal to every unorganized wage earner in the land?—Duluth Labor World.

HOW IT HAPPENED.

"What I admire most in a man," said Mr. Johnson, "is the power of self-denial. Now, take smoking," he continued, lazily filling his pipe and gazing around at the rest of the party grouped in front of the

log fire. It's a useless habit, and yet none of you men here could give it up. You haven't got the strength of mind."

This remark roused some indignation and members of the party were reminded of incidents that proved a contrary idea. Finally a Southerner remarked:

"I knew a feller down in Kentucky who smoked 10 ounces of terbaccar every day for 27 years, and then guv it up at a minute's notice and never tetcht it again.

"Fact, gentlemen, I dew assure ye," he resumed, as a murmur of unbelief arose. "He was jest lightin' his pipe when somethin' cum to him, an' from that day to this he's never smoked another."

"Marvelous instance of will power," said listener.

"Extraordinary strength of mind," said another.

And then Uncle Sam spoke again, gazing meditatively into the fire the while.

"Yes, it were strange," he said. "Great friend of mine, too; so I know it's true. He were sitting on the top of a barrel o' blasting powder at the time, and the head o' his match dropped through the bunghole."

WOMAN'S IDLE HOURS.

"Please state to the court exactly what you did between 8 and 9 o'clock Wednesday morning," said a lawyer to a delicate looking little woman in the witness box, as reported in a Kansas paper.

"Well," she said, after a moment's reflection, "I washed my two children and got them ready for school, and sewed a button on Johnny's coat and mended a rent in Nellie's dress. Then I tidied up my sitting room and made two beds, and watered my plants and glanced over the morning paper. Then I dusted my parlor and set things to rights in it, and washed some lamp chimneys and combed the baby's hair and sewed a button on one of her little shoes; and then I swept my outside steps and brushed and put away the children's Sunday clothes, and wrote a note to Johnny's teacher asking her to excuse him for not being at school on Friday. Then I fed my canary and cleared off the breakfast table and gave the grocer's boy an order, and then I sat down and rested a few minutes before the clock struck nine. That's all."

"All!" said the dazed lawyer. "Excuse me, your honor, I must get my breath before I call the next witness."

DEFINITION OF A FRIEND.

By Dr. Frank Crane.

What is a friend? I will tell you. It is a person with whom you dare to be yourself. Your soul can go naked with him. He seems to ask of you to put on nothing, only to be what you are. He does not want you to be better or worse. When you are with him you feel as a prisoner feels who has been declared innocent. You do not have to be on your guard. You can say what you think, express what you feel. He is shocked at nothing, offended at nothing, so long as it is genuinely you. He understands those contradictions in your nature that lead others to misjudge you. With him you breathe freely. You can take off your coat and loosen your collar. You can avow your little vanities and envies and hates and vicious sparks, your meanness and absurdities, and in opening them up to him they are lost, dissolved in the white ocean of his loyalty. He understands. You do not have to be careful. You can abuse him, neglect him, berate him. Best of all, you can keep still with him. It makes no matter. He likes you. He is like fire, that purifies all you do. He is like water, that cleanses all you say. He is like wine, that warms you to the bone. He understands, he understands, he understands. You can weep with him, laugh with him, sin with him, pray with him. Through and underneath it all he sees, knows and loves—you. A friend, I repeat, is one with whom you dare to be yourself.

IN GOOD COMPANY.

When Professor Walter Raleigh, an Englishman, who was a direct descendant of the original Sir Walter Raleigh, was asked to lecture at Princeton College, Professor Root of Princeton, went down to the station to meet the distinguished visitor and escort him to his rooms. Professor Root did not know Professor Raleigh, but he took a chance on being able to locate him in the crowd that got off the train. Walking up to a man that he thought looked like him, he said:

"I beg your pardon, but am I addressing Walter Raleigh?"

The man looked at him for a moment and replied:

"No, I am Christopher Columbus. Walter Raleigh is in the smoking room with Queen Elizabeth."—Life.

SUFFOCATED.

Three workmen were ordered to shellac a vat in an eastern establishment. Two of them were suffocated by the fumes, while the third was totally blinded. He brought suit for \$50,000, and the jury awarded him the sum of \$25,000. How much easier it would have been to have thrown the vat open to ventilation for a day or two, or inserted a hose and pumped in fresh air. With all the agitation that has been going on about "safety first," and the conservation of life and limb in industry, it seems hard to believe that there still are some men who will deliberately insert the end of a stick of dynamite between their teeth and bite on it. And at that the case is very similar to that of a man in this vicinity who entered a large iron pipe to do some repairing; it started to roll, and before it had been stopped an undertaker received orders for a funeral.—Chronicle.

"A PAIR OF THEM."

A private entered the colonel's room and asked him if he could say a word.

"Certainly," replied the officer.

"What is it, Murphy?"

"Well, sor, it's the missus has been writin' and botherin' me to cum and have a day or two with her and the childer, an' I'm for askin' yer Honor to give me three days' leave."

"Murphy, it's not a month since I let you have two days' leave. I can't hear of it," replied the officer.

"Yer Honor," cries Pat, "I'll not ask you again for six months." "Well," replied the colonel, "come to me tomorrow morning and I will give you my decision."

On the morrow Pat arrived, and the colonel greeted him with "Oh, it's Murphy."

"Well, I've telegraphed your wife, and she says she has never asked for you to come home and won't have you there."

"Indade, sor," returned Pat, "it's sorry I am to hear it."

"Then I s'pose there's no leave for me sor."

"Not an hour."

Then, turning, he cried, "Colonel, before I go away to my quarters, m'ght I have a word with you, man to man, so to speak?"

"Certainly," said the officer; "speak quite frankly." "Well, then, sor, it's mighty puzzled I am which of us is the bigger stranger to the truth—you or me—for I was niver married!"

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.

B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio

JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
"0"	Edward Franquer, Jr.	Brookfield, Mass.
37	John F. O'Hearn,	Brockton, Mass.
38	William Cox,	Brockton, Mass.
38	Jerry Murphy,	Brockton, Mass.
68	Louis Schub,	Cincinnati, O.
118	Joseph O'Byrne,	Brockton, Mass.
210	L. Seymour,	Cincinnati, O.
229	Seibolt Stam,	Boston, Mass.
266	Joseph Vian,	Montreal, P. Q.
371	Austin Baker,	No. Abington, Mass.
371	Adam Stankiewicz,	No Abington, Mass.
371	Fred Beaupre,	No. Abington, Mass.
487	James Mulhall,	Pittsburg, Kansas

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.

5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.

6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.

3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO SEPT. 1, 1916.

Men's Union Stamp Shoes

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name

Firms without a * do not sell through correspondence—only through drummers

FACTORY No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bro.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co. San Francisco
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.

- *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., So. Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 94 Burt & Packard Co., Brockton, Mass.

- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 Julian Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.
- 270 Mound City Shoe Co., St. Louis, Mo.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburgh, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duané Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

Union Stamp Shoes

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

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| <ul style="list-style-type: none"> *4 Hamilton-Brown Shoe Co., St. Louis. *10 Columbia Shoe Co., Sheboygan, Wis. *15 Victor Shoe Co., Salem, Mass. *21 C. H. Alden Co., No. Abington, Mass. *32 A. E. Little & Co., Brockton, Mass. *36 Geo. A. Slater, Montreal, Can. *45 W. L. Douglas Shoe Co., Brockton, Mass. *46 Johansen Bros. Shoe Co., St. Louis, Mo. *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. 55 Donovan-Giles Co., Lynn, Mass. 58 Ira J. Webster Co., Haverhill, Mass. *65 D. Armstrong & Co., Inc., Rochester. *68 Thompson & Crocker Shoe Co., Boston. *76 Cass & Daley Shoe Co., Salem, Mass. *83 Framingham Shoe Co., Framingham, Mass. 87 J. J. Grover's Sons, Stoneham, Mass. *103 V. A. Strout Shoe Co., Boston, Mass. *114 Ames-Holden, Ltd., Montreal, Can. | <ul style="list-style-type: none"> *188 Wichert & Gardner, Brooklyn, N. Y. 190 Arista Shoe Co., Lynn, Mass. 193 H. O. W. Co., Chicago, Ill. 195 Monroe Shoe Co., Rochester, N. Y. 197 The A. B. C. Shoe Co., Rochester, N. Y. 209 Flower City Shoe Co., Rochester, N. Y. *210 J. & T. Bell, Montreal, Que. 238 Globe Shoe Co., Syracuse, N. Y. 239 Garfield Shoe Co., Chicago, Ill. 248 The Pickett Shoe Co., Boston, Mass. *285 Leonard & Barrows, Belfast, Me. *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass. *344 Rideau Shoe Co., Ltd., Massionneuve, Que. *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada. *350 Slater Shoe Co., Montreal, Que. 383 Braintree Shoe Co., Boston, Mass. |
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An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

MEN'S SLIPPERS.

- | | |
|---|--|
| <ul style="list-style-type: none"> *118 Alden, Walker & Wilde, E. Weymouth, Mass. *120 The Travers Shoe Co., Cincinnati, Ohio. *139 D. A. Donovan's Sons, Lynn, Mass. *142 Connolly Shoe Co., Salem, Mass. *160 Cushman & Herbert, Haverhill, Mass. *181 Geo. W. Herrick & Co., Lynn, Mass. *184 Hazen B. Goodrich & Co., Haverhill. | <ul style="list-style-type: none"> *33 Lange & Jenke, Milwaukee, Wis. *47 H. & W. Keshlonsky, New York, N. Y. *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y. *56 Goodman & Goldstein, New York, N. Y. *184 Hazen B. Goodrich & Co., Haverhill. *371 Missouri Slipper Co., St. Louis, Mo. |
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INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES	Page
THE UNION LABEL	1
THE FREEDOM OF THE WORKER	4
COMPULSORY SERVICE	6
 EDITORIALS	
BROCKTON FROM THE INSIDE	10
PURPOSE OF MISREPRESENTATION	12
OUR LABOR DAY SHOWING	13
MILLENIUM	14
THE CHELSEA STRIKE	15
THE ADAMSON BILL	17
BRIEFS	18
 FRENCH DEPARTMENT	20
 AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASE.

THE UNION LABEL

The union label is a part of the well-known machinery of labor unions. The union label is used to indicate that the goods and receptacles of goods to which it is affixed were made solely by members of the union having adopted the label, and to distinguish such goods from all others of a similar kind in the market. It has been said that it may not be too much to assume that the use of the label is in fact, as it certainly might be, of more economic importance to the union than are many or most trade marks strictly so-called, in the promotion of which vast sums of money are spent and which are so zealously protected by our courts.

While it is true that each form of trade union activity has its own particular functions to perform, it is equally true that since the unfavorable Buck Stove and Range Co. and the Danbury Hatters' decisions much greater emphasis has been laid on the use of union labels. Indeed, the establishing of the Union Label Trades Department of the American Federation of Labor and its continual maintenance for the past eight years, as well as the formation and continued existence of the International Allied Printing Trades Association, is significant of the great commercial and social value attributed to this union label movement.

Thus the question is naturally and logically raised: What does the union label signify? What great social and economic principles does it represent? What are the ideals, aims and inspirations typified and symbolized by the trade union label?

Originally the trade union label was designed by the cigar makers of San Francisco, Cal., to direct attention to the grow-

ing competition of Chinese labor with white labor and to the grave and menacing dangers which would logically follow the converting of an American standard of living to a much lower condition of life. The impending danger was so great, this appeal of the cigar makers so effective, that immediate individual and social resentment was aroused, creating a social atmosphere and economic condition wherein this unfair competition could no longer exist.

Of course, then as now, there were those who cared little under what conditions of employment the articles they purchased were produced and marketed, who failed to grasp or appreciate the relation of conditions of sale to conditions of production and the effect of this relation of conditions of sale to conditions of production and the effect of this relation upon the moral, social and economic conditions of the great mass of people. Fortunately, there were, then as now, many who are imbued with the feeling and spirit of maintaining a high standard of moral and social conditions and who were willing to subordinate temporary economic advantages in order to further such moral and social principles.

This message of the first trade union label, and the moral, social and economic mission it performed in such a splendid fashion is still in evidence today. Indeed the message symbolized in the trade union label is greater today in its scope and consequences than at any time since its adoption. Today the union label directs attention to the evil of underpaid and overworked adult labor; to the unfair competition of free labor with compulsory or convict labor; to the exploitation of woman and

child labor. It directs attention and concentrates public sentiment against the evils peculiar to certain crafts and evils common to most all industries. It is a permanent declaration of the moral duty devolving on the purchaser to inquire into the cost at which an article is produced as well as into the cost at which it is sold. It appeals to reason and not to force and is a medium through which the public may enforce its rightful power to arbitrament between employer and employes.

It is impossible to define the comprehensive possibilities of the union label; nothing in the whole realm of union labor is more capable of effective and continuous unity. To the trade unionists it is a constant reminder of their common interests and a common duty in and toward each other and it is unquestionably the most practical agency yet devised to unify and organize all the forces so greatly subdivided and diversified into distinctive units of organization in the productive field of labor.

The realization of the great social and economic value inherent in the trade union label, the increasing agitation and resultant demand for union label products, so ably championed and furthered by the Union Label Trades Department of the American Federation of Labor and the International Allied Printing Trades Association, encouraged and supported by all its local branches and by many international and subordinate local unions, is slowly but surely developing a complete understanding and organization among all trade unionists of the great commercial and social value of their purchasing power, and it is in response to this realization that a great and powerful union label movement is developing among the workers of this country.

The union label movement has not been the first attempt to organize the purchasing power of labor. Numerous attempts and many experiments have been made in the past to organize and enhance the value of this economic and social power of the workers. Co-operative movements, consumers' leagues and the like have all been due primarily to this conception of the commercial and social value of the purchasing power of the workers. Unfortunately, however, whenever such activities assumed any degrees of success and became invested with power and influence, almost invariably, instead of co-operating with the economic organizations of the workers as producers, the influence and power of these institu-

tions were perverted into instruments of oppression and suppression, almost invariably the spirit of commercialism, rather than a feeling of socializing industry, became the dominant factor.

The union label movement comprehends in its ultimate attainment complete harmony and sympathy with the hopes and aspirations of the workers expressed in their organizations as producers. This movement realizes and responds to the possibility of uniting and co-ordinating all the attributes of labor into one great comprehensive associated effort directed to complete democratization of all industries and to ultimately establish a just and fair condition of life and labor.

Trade unionists themselves have for years responded in some form or other to this ideal of directing the purchasing power of labor so as to strengthen themselves whenever representations were made to employers which were adversely received. These activities usually took the form of a boycott or an unfair list. While these weapons have proven helpful in specific undertaking, experience likewise extremely doubtful at present, whether the admonition to trade unionists and their sympathizers to purchase only union label goods will have such an immediate and vital effect on the sales of an unfair firm as will the admonition not to purchase the goods of a particular firm, it is equally true that as the union label movement grows and develops, the admonition to purchase only union labeled goods will have a more comprehensive and permanent response than any other form of appeal.

The boycott and unfair lists—are individual in character—the union label admonition is comprehensive in its application. Where the former weapons are spasmodic in nature, subject to ill feeling and strife and friction, the latter is permanent in character, minus the element of friction and strife and ill-feeling engendered in the application of the former weapons. It is not claimed that the union should or will substitute the union label for the boycott and unfair list. Indeed a substitution would prove undesirable even though it were possible. But it is claimed that with the union label so used as to combine these weapons, specific and permanent results will follow continually both in a specific and a comprehensive form.

The union label unquestionably excels in that it aspires to unity and federation, stimulates education, emphasizes skill and

superior workmanship, promotes trade and defies unscrupulous competition, teaches the primal obligations of labor to a great common cause, while steadily winning its way into the hearts of the masses in that it symbolizes human justice and human freedom.

This then is the message typified and symbolized in the trade union label. It is in this great work that the St. Louis Allied Printing Trades Council is primarily engaged. It is to the furtherance of this ideal and the ultimate attainment of these human accomplishments that the Printing Trades Magazine is dedicated. Mindful of the latent and potential powers inherent in the union label of our craft and of all trade unions, I appeal to all trade unionists and their friends, to the members of the printing fraternity, to the readers of this splendid trade union publication to respond immediately and unhesitatingly in a spirit of co-operation to this great undertaking of the union label, the emblem of humanity and symbol of the hopes and aspirations of trade unionism.—Matthew Woll.

QUEER LIGHTS.

"Speaking purely as a neutral," said Representative Harvey Helm, the other day in Washington, "I can't help remarking what odd lights the various powers have to throw on events in order to make them seem favorable to themselves.

"Now England, now Russia, now Germany and now France, comment on events so strangely that I am reminded of Hellyon.

"Hellyon, talking about his employer, a manufacturer, said:

"He's no harsh taskmaster. He's no speeder-up. Other firms have this here blasted eight-hour law. Ye got to git through a whole day's work in eight hours or out ye go. But down to our place ye can take yer time. Ye got sixteen hours to do a day's work in."—Case and Comment.

POOR JUDGMENT.

Her neighbors were discussing the character of a venerable woman whom they esteemed to be wise in her generation, but a young man said it struck him that she showed great lack of wisdom in one respect.

"What is that, pray?" inquired one of the group.

"Why," said the young man, "she always puts out her tubs to catch soft water when it is raining hard."

LORD OF ALL.

He rears his marble halls in every clime,
Proclaims the sea his highway, and the earth

His garden, rides untrammelled on the wave
Of culture, owning all and ruling all
As by God's will. He gathers up the gold
From out the mountains, garners all the grain

From every plain. He piles the bales of wool

Within his warehouse, and accepts the fruits
Of hands and brains most skilled as but his due.

Within his palace walls, his stores, his mines,
His fields and factories, his fleets and jails,
A billion human souls attend his will
To get from his great store of hoarded wealth
A crust, a dress, a shelter—nothing more.
Without—a hungry army seeking work,
Denied both work and means of life, distraught

With want and waiting, wither, fall and die.

The iron, coal and copper ore impaled,
He forces men to toil producing—What?
Not perfect architecture, towns and homes,
Not noble avenues to Nature's source,
But instruments to kill the human race,
To raze their cities and destroy their arts,
And stamp the Spark Divine forever out.
He stirs the human breast to greed and hate,

Till brutal beasts replace the "Sons of God,"
Till five great nations rise in ranks of war,
And twice five million slain and lost attest
His fearful rule. The continents he slakes
With blood and fire. He moves the brain behind

The diadem till empires fall and kings
Decay and thrones are crumbled into dust
To keep his title clear as "King of Kings."
—Melbourne "Labor Call."

A CRITICISM.

A farm hand had worked in the field from dawn till darkness, doing the chores by lantern light. "I'm going to quit," he said to the farmer at the end of the month. "You promised me a steady job."

"Well, haven't you got one?" was the astonished reply.

"No," said the man, "there are three or four hours every night that I don't have a thing to do, and fool my time away sleeping."—National Monthly.

THE FREEDOM OF THE WORKER

The freedom of the worker is a much talked of topic these days. Some think his conditions are ideal. Recently I listened to college professors and other educators discuss the good working conditions of the miners and the high wages they receive; in fact, it was mentioned that a miner now gets ten dollars per day. It made me smile; I only wished it were true. The freedom of the wage-worker amounts to very little. He is free to wear shabby clothes, patched overalls, a battered hat, cheap shoes and poor underwear. He is free to work cheap, long hours in unsanitary shops, under poor conditions. If dissatisfied he is free to quit and take chances of finding work elsewhere. As his labor is his only source of income, starvation stares him in the face when he quits work. If he asks for shorter hours, better wages, increased pay for overtime, the abolition of piece work and lump work system, better ventilated shops to work in and improved conditions under which to work, he is looked upon as a hindrance to prosperity. He is told he is interfering with his employer's business and that such requests cannot be considered or granted. Does this look very much like freedom? Are the prospects of the worker very pleasant, promising and bright, under such circumstances?

"Little pleasure and much sorrow,
Is the toiler's every day,
And he finds that each tomorrow
Makes him poorer than today.

In the shop or in the factory,
Dreary is the toiler's life,
Few the playthings for his children,
None the luxuries for his wife."

The liberties that the wage-workers have, small though they be, are curtailed by the courts very often. We have in mind that Judge Humphrey, a few years ago, in the United States District Court of Southern Illinois, issued an injunction against certain members of organized labor in the city of Quincy, Illinois, prohibiting them forever, and forever and a day afterward, from in any manner interfering, hindering, obstructing or stopping the business or work of a certain firm in that city, and further:

From assembling, congregating or patrolling upon, about or near said firm's place of business, premises, grounds, yards, shops or tracks, or the streets, alleys, approaches and places adjacent or leading to said place

of business, premises, grounds, yards, shop or track, or upon, about or near any place where any of the employees of said firm board or live, or the streets, alleys, approaches and places adjacent or leading to any such places where any such employee lodges, boards or lives, for the purpose of compelling or inducing or soliciting any of the employees of said firm to leave its services or to refuse to work for it.

From conversing with, or seeking to converse with any employee of said firm or any person who may become an employee of said firm without first obtaining the consent of such employee or person.

From using vile and opprobrious epithets toward any employees of said firm or any person who may become or seek to become an employee of said firm, or calling at him or them, "scab" or "soul."

From cursing and swearing at the employees of said firm or any person who may become or seek to become an employee of said firm.

From throwing any rocks or missiles of any kind at any of the employees of said firm or any person who may become or seek to become an employee of said firm, or at any of the property of said firm or at any of said employees or persons.

From stepping on the feet or any part of the feet of any of the employees of said firm or kicking stones, rocks, gravel or dirt against their feet.

From organizing and maintaining any boycott against said firm or any of its products.

From attempting to create or enforce any boycott against any of the employees of said firm or any person who may become or seek to become an employee of said firm, and from attempting to induce people in their respective neighborhoods or elsewhere not to deal with them.

From attempting to induce customers or prospective customers or other persons to abstain from working for or accepting work from said firm, or accepting any of the products of said firm.

From attempting to prevent by threats or injury, or by threats of calling a strike, any person, firm or coporation from accepting work from or doing work for said firm.

From sending any circulars or other communications to customers of, or other persons who might deal with or transact busi-

ness with said firm, for the purpose of dissuading such persons from so doing.

From combining, associating, agreeing, mutually undertaking or concerting together or with other persons for the purpose of doing or causing to be done any of the aforesaid prohibited acts.

And from doing other things too numerous to be mentioned here.

If they had only been prevented from breathing their troubles would soon be ended. Did you ever hear of an injunction of this nature or a similar one being issued against employers or employers' organizations? And yet they have had the boycott in full swing for many years past in the form of the blacklist. Evidently the employer has many more privileges than the workman. He is free to hire whom he pleases, he is free to employ women and children in his business, he is free to use machinery instead of men, he is free to overstock the market. He is free to close his shop if he likes; he is free to undersell his competitors; he is free to monopolize, if he can, some particular part of the industry for his own benefit; he is free to buy at the lowest figure and sell at the highest possible price. In fact, his freedom seems to be unlimited.

He tells the poor workingman who wants better conditions that he is interfering with his business, that he will not be dictated to by him or his unions, and, in the same breath, says: "I sympathize with labor; workmen must be protected; they are our greatest asset. They should organize for their own benefit and they should not be prevented from doing so, but they should not, however, interfere with their employer's business."

This sympathy with labor from all sources is becoming boresome and tiresome. One would think from these expressions that the wage worker and his conditions are matters of serious thought and grave concern. If employers and others who sympathize with labor want to see the workers happy and contented they must treat them differently and more humanely than they have done in the past. "Man's inhumanity to man makes countless thousands mourn." Give the workers better wages, shorter hours and fairer conditions under which to work; give them some of the liberties that other enjoy, and you, sympathizers with labor, will be contributing your share toward the elimination of industrial discontent and industrial unrest.—Frank Duffy in *The Carpenter*.

HOW GOOD THINGS ARE.

When the weather has been stormy
And at last the sun comes out,
And we see the pleasant world it is
Where'er we look about—
How good things are, we seem to say,
And that's the kind of feeling
That makes us end the golden day
By getting down and kneeling.

When troubles have been very dark,
And cares have shadowed black,
How glad we are when burdens lift
A little from the back.
How good things are, when all is said,
And that's the final saying
Which leads us ere we jump in bed
To spend a while in praying.

Oh, all around the sunshine seems
To tell of hope and cheer
When through the shadows break the gleams
That chase the dull and drear;
And all the earth on which we dwell
Such glory is and splendor
It makes us want to bow and tell
The thanks we ought to render.

—Baltimore Sun.

THE MANLY MAN.

The world has room for the manly man, with
the spirit of manly cheer;
The world delights in the man who smiles
while his eyes keep back the tear;
It loves the man, who, when things go wrong,
can take his place and stand
With his face to the fight and his eyes to the
light, and toll with a willing hand;
The manly man is the country's need, and
the moment's need, forsooth.
With a heart that beats to the pushing tread
of the lillied leagues of truth;
The world is his, and it waits for him, and it
leaps to hear the ring
Of the blow he strikes, and the wheels he
turns, and the hammer he dares to
swing.

—Selected

IT MEANT THE SAME THING.

"Well," she inquired, "what can I do for you? Do you want employment?"

"Lady," replied the tramp, "you means well, but you can't make work sound any more invitin' by usin' words of three syllables."

COMPULSORY SERVICE

In the *American Federationist*, Samuel Gompers has a very comprehensive discussion of the elements of compulsory arbitration which, in view of the enactment of the Adamson law and the probability that the recent threatened railroad strike will revive attempts at legislation along compulsory arbitration lines, seems very opportune at this time. We quote the following from his article:

"During the past year several articles have been published in the *American Federationist* upon the Colorado law providing for compulsory investigation by state authority of proposed changes in industrial relations. Another chapter has been written in the history of that law which will be of assistance to our readers in estimating its value and effect.

"The law was enacted as the shadow of a great strike receded from the state. An effort to prevent further recurrences of the inconvenience was the guiding purpose. The interest of the legislators was indirect, therefore their suggestions were superficial.

"Let us consider again the fundamental principles involved. Strikes and threatened strikes are manifestations of underlying industrial wrongs and a feeling of injustice that makes wage-earners willing to resort to the last weapon of self-defense that lies within their power, to stop working. Strikes are not inaugurated lightly. The burden of the suffering from strikes, the risks and the dangers involved fall most heavily upon the wage-earners themselves. They know they are taking a chance; that they are risking their employment both present and for the future. They know that a strike may mean to them danger, hunger, cold, inability to meet financial obligations; perhaps the loss of home and shelter. They know the physical privations which may be brought upon their families and children by strike necessity. If men and women fully conscious of all of these possibilities have the courage to enter upon a strike, it is proof to any thinking person that something very vital is involved. Men and women have the courage to take this risk because they know they are fighting for freedom and justice."

The industrial struggle that is taking place in the world of labor today, that is being fought out through trade agreements, organization, strikes, and all of the methods by which industrial welfare is secured, is

part of the world's struggle for freedom and for the rights of men. Just as the right of protest and in the last analysis of revolution must be held inviolate by every nation, so the wage-earners maintain the right to strike. Like the revolution in the political field, it is the last weapon of defense to which they resort when every other device has failed; but to abolish or restrict that right is to strike at the very fundamentals of free institutions.

It is this practical understanding of the industrial struggle that gives these suggestions a sinister aspect, particularly when endorsed by the representatives of the great money interests and the specially privileged interests of the country. Compulsory arbitration means the abolishment of the right to strike, and its blood relation, compulsory investigation of industrial disputes, means limitation of the right to refuse to work—to strike. Either form of this so-called industrial remedy undertakes to make the strike the primary industrial ill which is to be "cured." They lose sight of the feature that the strike is not the disease; it is only the symptom of disease. If the strike is to be eliminated the causes must be removed.

The Colorado law, like the Canadian law and all similar legislation in Australia, was enacted at the end of a great industrial upheaval, when the people were more concerned with averting future inconvenience and strife than they were in industrial justice. They were caring less about hours of work and wages for wage-earners than they were for their own financial gain and personal convenience. In Colorado the industrial warfare between the Colorado Fuel and Iron Company and its employes had given the state unpleasant prominence in world attention for over a year. Colorado's political and industrial scandals had been dragged out of their hiding places and disclosed to the world.

When, finally, the miners were exhausted in their effort to secure the protection they ought to have under Colorado law and industrial conditions that would enable them to have a decent standard of living, and the struggle came to an end, the legislature of Colorado passed laws dealing with the subject of workmen's compensation. The first was a genuine workmen's compensation act to be administered by an industrial commission. The second was a law entitled, "An

act to determine and define the relations between employer and employe, providing for safe and hygienic conditions and for compensation for accidental injury to or death of employes; for insurance of such compensation; establishing an industrial commission, prescribing its powers, and providing for review of its proceedings; making an appropriation to carry out the provisions of this act; providing penalties for violation of this act; repealing all acts and parts of acts in conflict with this act, and declaring this act to be necessary for the immediate preservation of public peace, health and safety."

This second act was also to be administered by the industrial commission and was in reality an act providing for compulsory investigation of industrial disputes. The law passed without attracting much attention; in fact, the workers of the state who were to be primarily affected were given little consideration. It is significant to note that the law was enacted at the end of the great industrial struggle in which John D. Rockefeller was a conspicuous figure and for which he was held personally responsible at the bar of public opinion. There was at that time on the personal staff of Mr. Rockefeller a man who had been closely associated with the Lemieux Act in that Dominion and who had been selected by the Rockefeller interests to devise and report a plan for adjusting industrial relations between the Colorado Fuel and Iron Company and its employes. Mr. MacKenzie King had spent considerable time in Colorado while doing this work for Mr. Rockefeller. The Colorado law is, in principle, like the Canadian law, but it is very much wider in scope and application.

At first the workers of Colorado were inclined to be favorably disposed toward the law. Some of them, too, were persuaded that it was an easy way of dealing with industrial problems. They did not understand the insidious dangers contained in the law; that it imposed upon them involuntary servitude; that it undermined their economic power. But as months have passed that opinion has been reversed; they have learned for themselves the danger. They know that compulsory investigation of industrial disputes and the restriction of the right to strike take away the power of their economic organization and make the workers dependent upon a commission of three men who are not wage-earners and who do not know the problems of wage-earners from personal experience.

In the name of so-called industrial peace,

wage-earners of Colorado have been denied the right to exercise their own judgment as to what wages, hours and other conditions of employment they shall present and urge upon employers and when, as a last resort, they shall cease their work to enforce those demands. They have found that the commission can use dilatory methods and delay giving a favorable report upon wage-earners' demands until a time when they can be presented with less inconvenience to employers. They have found that smelter men who exercised their legal right to quit work when they wished, have been imprisoned and held in jail because they refused to perform increased daily work without corresponding increases in pay. One union found that the demands they presented were lost by the commission. Another group of workers employed by the Lindquist Cracker Company, filed demands for increased wages. The cost of living had increased so materially that the cracker workers found their present wages miserably inadequate. The Industrial Commission, after considering the matter, made public its opinion, which contained the following:

"After a most searching investigation we believe there is but one conclusion in this case, that the business will not at this time justify any increase in wages."

The commission further stated that:

"The wages are small compared with those paid in many other industries. We hope that conditions may change in this line so that the employers and employes may reap a fair return from their labor and capital invested. Whenever in the investigation of a wage dispute the commission finds that a concern or industry is in such a state that to increase the wages would drive the concern out of business or into bankruptcy, it is the duty of the commission to refuse to recommend the increase demanded. It is the opinion of the commission that we can not recommend an increase of wages or any changes in hours or working conditions."

The principle which the Industrial Commission endorses in this opinion is a principle which would justify the existence of the most miserable sweat-shop conditions. Over and over again it has been held in this country that an industry that can not afford to pay living wages has no right to exist. The principle which the Colorado commission has endorsed is in direct conflict with this principle of fair business founded upon human welfare.

The experience of the tailors of Colorado is well known. For over three months their demands were delayed for one excuse and then another, and, finally, they found themselves in the same position that they were

before they presented their demands to a commission; they must deal with their employers, secure an agreement, or strike. The employing tailors conceded the men's demands and the commission decided in the tailors' favor.

The only real effect that the Colorado law has is to weaken the power and effectiveness of trade unions; to make wage-earners dependent upon a political agency to carry industrial problems into politics. The members of the Industrial Commission are political appointees and can not dissociate themselves from political issues and political influences. Wage-earners have found it hard enough to establish better conditions of work when the problem is purely an industrial one, but when it is both political and industrial, the difficulties are immeasurably increased.

The mature decision that the trade unionists of Colorado have reached as a result of the practical experiences under the Colorado compulsory investigation law are clearly stated in a declaration that was adopted by the August, 1916, convention of the Colorado State Federation of Labor; adopted with only one dissenting vote. That declaration is as follows:

"Colorado's Repudiation of Compulsion."

"The rights and liberties of the wage-earners of the state of Colorado have been invaded and usurped by the enactment of the Industrial Commission law. The extensive powers and authority conferred upon the three commissioners provided for in this law transcends and overshadows the power and authority conferred upon all other political departments of the state.

"The Thirteenth Amendment to the Federal Constitution provides that 'Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States, or any place subject to their jurisdiction.' In contravention of this amendment, and in defiance of the specific declaration against slavery and involuntary servitude, the Twentieth General Assembly of Colorado passed the Industrial Commission law, which makes it a misdemeanor for employes not to give at least thirty days' notice to the Industrial Commission when a change affecting conditions of employment with respect to wages and hours is desired, and provides that any offender shall be punished by a fine.

"With an assumption of power unparalleled in the annals of legislative history the Industrial Commission was clothed with the power and authority to override and set aside the First Amendment to the Federal Constitution which provides that: 'Congress shall make no laws . . . abridging the freedom of speech, or of the press, or of the right of the people to peacefully assemble and petition the government for redress of

grievances.' In defiance of this amendment the Colorado General Assembly empowered the Industrial Commission to forbid any person 'To incite, or encourage in any manner any employe to go or to continue on strike contrary to the provisions of the Industrial Commission law,' and provided a penalty of fine and imprisonment should such employe exercise his rights under the Federal Constitution.

"The law further empowers the Industrial Commission to invade the meetings of wage-earners, thus destroying the right of free assemblage.

"The Industrial Commission is given the further power of exercising unlimited authority over the various departments of the state governments which either directly or remotely deal with the conditions, health or activities of the wage-earners of the state.

"The American Federation of Labor has, during its entire existence, exercised its great influence against the delegation of any of the personal rights of the working people to political commissions, for these rights are fundamental and deal with their lives and liberties.

"Government by commission is not a government of or by the people, and is a menace not only to the welfare of the wage-earners but to the people as a whole.

"The Industrial Commission is not directly responsible to the people of the state, and the power and authority placed in its hands is not in consonance with the spirit of a republican form of government.

"The fundamental reasons underlying the organizations of labor are found in the almost universal injustice inflicted upon the wage-earners. Alleged economists, unfair employers, scheming politicians, and corrupt courts have sought, by their machinations and specious arguments, to define labor power as property or as a commodity. The Sherman anti-trust law, passed in 1890, was framed for the specific purpose of regulating aggregations of capital, but labor organizations were the first attacked as illegal combinations in restraint of trade. For twenty-four years the A. F. of L. heroically fought to secure legislation containing a specific provision drawing a clear line of demarcation between human and property rights. The passage of the labor provisions of the Clayton Anti-trust law containing that now-famous declaration. 'The labor of a human being is not a commodity or article of commerce,' was the result of its efforts to restore to the wage-earners their rights guaranteed to them under the Constitution of the United States.

Almost immediately following the passage of this Federal law, the Colorado General Assembly placed upon its statute books the Industrial Commission law, which arrogantly defies the legislation enacted by the Federal Congress.

"The laboring people of the state of Colorado do not propose to submissively submit to this invasion of their rights. We resent the imputation that we are not loyal citizens of the United States and of the state of Colorado, and that it is necessary that we be restrained from exercising any right guaranteed to every other citizen. Upon

every page of history there is written the wrongs committed against labor, and wherever it has had the courage and independence to assert its rights and to exercise its economic and political power, there has always followed subtle schemes of which the Industrial Commission law is a counterpart to deprive the wage-earners of their rights and liberties.

"So far the power conferred upon the Industrial Commission has been cautiously employed, with the evident purpose in view of securing the support of the wage-earners. With adroitness and clever argument the Industrial Commission law has been advertised in other states by its supporters as a new solution of the labor problem. The men and women of labor, whose bodies bear the imprint of industry scars, are assured that their rights, liberties and interests are safe in the hands of this political commission. The wisdom and judgment of the officials of labor, acquired by long experience, are lightly waived aside by these new guardians of labor's vital interests. Already flushed with the wisdom of still greater power, the Industrial Commission through its votaries, are clamoring for still more power, although, according to the terms of the law, every statute in the state which relates directly or indirectly to labor comes under the power and authority of the Industrial Commission.

"Therefore, it is plainly evident that the organized labor movement of the state of Colorado must immediately prepare to protect itself against this invasion of its rights and liberties. The continuation of the Industrial Commission law will eventually strip from the workers of this state every right which they now enjoy, and will destroy the independence of the trade unions and make of the working people mere vassals.

"The Industrial Commission has already made a record which challenges the fundamental principles of the A. F. of L.

"The Industrial Commission law placed in the hands of three men (whose experience deprives them of a full or even a partial knowledge of the great struggle of the wage-earners) the destiny of the working people of this state. In fact, our entire lives would be dominated and controlled by three men.

"The influence which placed this law upon the statute books of the state of Colorado is the same influence that defied the eight-hour law in the coal mines and was responsible for the coal miners' strike.

"It is the same influence that denied the right of organization to the coal miners of the state.

"It is the same influence that made it necessary for Congress to select a special committee of investigation to bring to public light the indignities and the brutality exercised by the coal operators in southern fields.

"It is the same influence that sought to sacrifice the life of John R. Lawson because he championed the cause of the striking coal miners.

"It is the same influence that snuffed out the lives of the women and children of Ludlow.

"It is the same influence that caused the present governor of this state to declare in

the public press that if the smeltermen on strike in Leadville continued their protest, the military arm of the state would be employed to drive them back to work.

"It is the same influence that converted Huerfano County into a cauldron of corruption, and rendered unsafe the lives of its citizens unless they blindly submitted to the absolute dictation of corporation gunmen.

"It is the same influence that sought to prejudice the minds of the citizenship generally by publicity bureaus.

"It is the same influence that is employing every effort to securely fasten this law upon the wage-earners of this state in order that its influence may play its part in subjugating the workers of other states.

"In fact, the wage-earners of this state are fully cognizant of the reasons for the introduction and passage of this law, and the influences and desires of those who were responsible for its enactment.

"In the light of these facts, and with a full confidence in the courage, loyalty and ability of the wage-earners of this state, the State Federation of Labor in Twenty-first Annual Convention assembled, does hereby declare:

"That the workers will not relinquish the right to strike whenever and wherever that course may be deemed advisable by the men and women of labor. The right to strike is the only distinguishing mark between free men and slaves, and we shall unflinchingly make every sacrifice to retain our freedom.

"That we shall resist to the uttermost any attempt upon the part of the Industrial Commission to wrest from us any of those rights and liberties guaranteed by the organic law of our country.

"That the unqualified repeal of the industrial Commission law, every section and paragraph, shall be made the paramount issue of the coming campaign, and that we shall hold to strict accountability the men and political parties of Colorado, who and which ask for the suffrage of the citizens of our state.

"That the Workmen's Compensation law be amended in such a manner as to provide for officers to administer that law.

"Conscious of the great wrong committed in attempting to deprive the wealth producers of this state of their rights, and liberties, yet undaunted in our fight for justice, freedom, democracy and humanity, we confidently submit our course to the sympathetic consideration and co-operation of our fellow-workers and fellow-citizens of Colorado."

FALL IN.

Fall in while the bands a-playin',
Ketch the step and march along;
'Stead of pessimistic marchin',
Join the hallelulah song.
Drop your hammer, do some rootin',
Grab a horn, you cuss, and split
Every echo which you're tootin',
Smile a few and boost a bit.

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

BROCKTON FROM THE INSIDE.

Brockton has received some undesirable and undeserved notoriety within the last few months in the form of published statements to the effect that the shoe industry of Brockton is on the decline. This undesirable publicity originated within the city of Brockton itself, among the small coterie of knockers whose special organ is a sheet published upon the basis of vindictiveness, copies of which are sent to different shoe manufacturing communities and to other publications, thus giving opportunity for other publications to copy its aspersions upon the chief industry of its home city.

Some time ago this sheet got out a special number devoted exclusively to an attack upon the Boot and Shoe Workers' Union. In that number numerous Brockton shoe manufacturers inserted advertisements. We would respectfully ask the shoe manufacturers of Brockton what particular benefit they receive when such a sheet circulates stories detrimental to the shoe industry of Brockton.

In this connection we desire to quote the following article from the Brockton Enterprise, a responsible daily newspaper of that city:

"It's a bit pleasant to see one of the trade papers that knows something about Brockton and its industry take up the cudgels in its defence in the following fashion:

"Several sensational publications and certain Boston dailies have recently shown a disposition to belittle the Brockton shoe industry, and taking the shoe shipments as a basis they figure out that today Brockton is losing \$13,000,000 a year in the wages of

shoe workers. A Boston daily says: 'Men in Brockton who know say that the shoe business has fallen off about 40 per cent during the past decade by reason of firms moving away from the city. That brings up the old question, What's the matter with Brockton?' Now we do not believe any man in Brockton familiar with the shoe business made this statement and are quite positive if he did he does not know what he is talking about and has no actual basis for such a statement. In 1906 Brockton had 35 shoe manufacturing firms. At the present time it has 33. Twenty-five firms in business in 1906 are still in business in Brockton today. Certainly very few of the other shoe towns have shown less fluctuation. The business of these 25 firms in this city has enlarged and expanded so at the present time it is estimated that the capital has doubled.

"Quoting again from this paper: 'First one manufacturer would move part of his business to some other city or town and then another would close his Brockton factory entirely. The exodus has been gradual and certain for the last ten years.'

"The fact of the case does not indicate that there have been many firms moving their business away when after ten years there are only two less firms. This paper then goes on to name five firms who have moved from Brockton. Two of these firms named never had a factory in Brockton, although the head of one made a few shoes there about 20 years ago under another name. Another of these concerns, having one factory but using two names, established an outside factory under one of these names, so as a matter of fact there are only two of these five concerns mentioned who have actually moved entirely from Brockton in the last ten years.

"We are sorry to say that the article appearing in one paper has been widely copied and naturally will not tend to help the industry in Brockton. We are informed on good authority that the actual value of the shoes produced in Brockton at the present time is in excess of previous years and certainly way ahead of the value ten years ago. We fail to see where there is any advantage to be gained by a publication

writing articles such as the ones referred to and distorting facts to such an extent. Evidently someone is responsible for the various articles which appeared in print. Newspapers as a rule do not hunt around to find articles of this kind and if they are published it is certain that someone is back of them. Here's hoping we soon find out who is responsible.'

"The above is a leading editorial in American Shoemaking, and what it tells is but a modest statement of fact after all, for there were more good business firms lost to Brockton the five years preceding 1906 than there have been during all the years since. Furthermore, some of the latter business returned to the city. The Douglas business was taken away for a brief period, to be sure, but it all came back and the cause was an individual one and not because the firm didn't want to make shoes in Brockton. The Keith company has established shops in Weymouth, South Boston and North Adams, but they were started after the firm had expanded into four factories here, including the big M. F. Thomas shop. The E. E. Taylor Co. tripled its floor area here and filled its shop with business before it established a branch in New Bedford and then bought a business outright in Nashua, N. H. Of the firms that have left the city during the last ten years there has been just one that lifted its pack and left with a good amount of business and that was the Field-Lumbert Co., and the expansion since then of other firms in the city, like the M. A. Packard, W. L. Douglas, Howard & Foster, T. D. Barry, Fred F. Field, Churchill & Alden and others, more than made up for that loss. The present L. Q. White Shoe Co. went to Bridgewater, but at the time it left here it was not doing much business. The Ashby-Crawford Co. that went to Marlboro was making only a few dozen pairs when it left this city. The Crafts, Harrington Co. was another, that went to Milford, but it was a small concern when it left here and shortly went out of existence altogether. In these ten years also the city has lost a number of firms which went out of business, like the N. R. Packard Co., the Nesmith Shoe Co. and the J. M. O'Donnell Co. All of these have been during recent years, but their loss has been largely overcome in other growth and new firms.

"Those who remember further back will recognize how much more serious appeared the industrial conditions in the five years preceding 1906, with firm after firm lost to

the city with no compensating renewal of business at the time to retrieve the loss. The Field Bros. & Gross Co., which moved bodily to Auburn, Me., with a fine business; the dissolution of the old Lilly-Brackett Co., one of the oldest in the city; the failure of the Empire Shoe Co., at that time one of the largest concerns; the loss of the Kimball, Tisdale & Baker Co., and the F. C. Kingman Co., the removal of the J. W. Terhune Shoe Co. to Rockland; the removal of Slater & Morrill to South Braintree; the going out of business of Shaw & Bryant and F. W. Packard & Co., the burning and removal of the business of the Emerson Shoe Co., one of the city's biggest concerns; the failure of the Union Shoe Co., and the going out of business of Joyce & Fletcher. Those were the few years when losses in the industry hurt and hurt worse than probably at any previous time in the history of the industry in this city. Since that time the city has recorded a distinct growth in its chief industry and auxiliary lines which, while it may not show in the number of case shipments, nevertheless is apparent in the finer shoe made, the higher value of the output, the unusually large manufacturing plants and the steady growth of population and number of shoe workers in the city. If there are any sincere doubters on these points they have only to study the latest census reports to find enlightening and convincing figures."

In addition to the foregoing, we would like to say that Brockton news items say that the year 1916 is the fourth best year in shipment of cases of shoes that the city has ever seen. What these statistics do not say is the grading up of the Brockton shoe and the increased volume of business in dollars and cents.

Another newspaper item is headed, "Brockton Breaks Savings Record," and says in substance that during twelve months the savings bank deposits in that city had increased \$1,743,280. It is hard to reconcile these statements with the opinions of the calamity howlers.

"American Industries," supposed to be an organ published in the interest of the National Association of Manufacturers, republished one of those "gloom" articles and laid special emphasis upon a paragraph which said: "If Brockton lost all of its shoe business in a hurry, it would be better for the future of the city, as it would release us from the hold that is slowly but too surely strangling a community that fifteen years ago promised a splendid future."

Commenting on the above paragraph American Industries, assuming, of course, that the article was true, declares as follows: "The reason for Brockton's decadence lies in the fact that the Boot and Shoe Workers' Union is choking the life out of it."

Here we have it; the enemies of Brockton and American Industries co-operating to serve the shoe manufacturers of Brockton by slandering the shoe business of Brockton, entirely ignoring the existing facts. We wonder how much of that kind of publicity the Brockton shoe manufacturers really want. Who knows best about the situation of Brockton shoe industry, the shoemen themselves, or a malicious outsider?

PURPOSE OF MISREPRESENTATION.

The reason why stories to the detriment of the city of Brockton and its shoe industry are published is not hard to find. The purpose of the misrepresentation is perfectly apparent. Everyone in Brockton knows that the special organ of the so-called United (?) Shoe Workers, a factional movement that split away from the Boot and Shoe Workers' Union in 1909, and then declared its purpose to be to destroy the Boot and Shoe Workers' Union, is the source of Brockton's menace.

The purpose of this faction in Brockton and elsewhere is the formation of branches of the so-called United (?) Shoe Workers. They are not meeting with much success, and apparently these branches go to pieces soon after they are formed.

This irresponsible element makes the statement that 75 per cent of the workers of Brockton would like to get out of the Boot and Shoe Workers' Union if they could, but any intelligent member of the Boot and Shoe Workers' Union in Brockton knows the statement is false. It is true that there are always a certain number of disgruntled members in every form of organization, but the Brockton shoe workers do not wish to exchange their present form of organization for anything that the enemy has in mind, and this statement applies equally as well to those Brockton members who have been opposed to the general policy of the union as it does to those who have been in its favor.

Nevertheless, the endeavor is to stir up dissatisfaction in Brockton in the hope that it may succeed in destroying the Boot and Shoe Workers' Union in the city of Brockton and turning the city over to the

tender mercies of the strike vultures whose cause the noxious scribes champion. What matter if the city of Brockton should suffer from such a course? What matter if an era of strikes sets in similar to those in 1896, 1897 and 1898, if only the vindictive and mercenary crew secure the destruction of the Boot and Shoe Workers' Union and arbitration, and if the success of the bandits of industry whose methods are strikes and lawlessness could be realized.

In the city of Lynn are most of the members of the so-called United (?) Shoe Workers. No one will claim that the city of Lynn has prospered in its shoe business as a result of the efforts of the wrecking crew. Yet Lynn newspapers seem to think it good news matter to publish anything indicating a decline of the shoe industry in the city of Brockton. We have before us a clipping from a Lynn newspaper a column and a half long purporting to be a Brockton news item giving the details of the decline of the shoe industry in Brockton.

Why should any Lynn newspaper be interested in publishing news matter to the detriment of a sister city and charging the responsibility for industrial ruin to the Boot and Shoe Workers' Union?

Certainly every Lynn newspaper knows that the Boot and Shoe Workers' Union is not responsible for any of the troubles that have beset the shoe manufacturers of Lynn. On the contrary, every Lynn newspaper knows that among the shoe factories of Lynn, two that operate under arbitration contracts with the Boot and Shoe Workers' Union have been the two factories in Lynn notably free from labor troubles during the past fifteen years, while most of the other factories have been the scenes of frequent strikes, resulting in driving some of them out of town and others out of business.

It seems to suit the purposes of certain Lynn newspapers better to comment upon the alleged labor troubles of other shoe manufacturing communities than to discuss the shoe labor affairs of their own city. If the Lynn newspapers care to undertake to compile the statistics of the shoe industry of Lynn they could be discussing something about which they could get first-hand knowledge. Such statistics should be available to them. Let them hunt the record and see what concerns have left Lynn, what have voluntarily gone out of business, what have retired through failure, and then let them compare the total business of Lynn today, in firms and in production, with Lynn fifteen years ago.

The purpose of misrepresentation of the actual shoe conditions in the city of Brockton is to further the purpose of the faction who have cast their lot against Brockton and who seek their personal ends regardless of the city's welfare.

OUR LABOR DAY SHOWING.

This Union has a right to be proud of the showing it made on Labor Day in the different town and cities where Labor Day parades were held in which our unions participated.

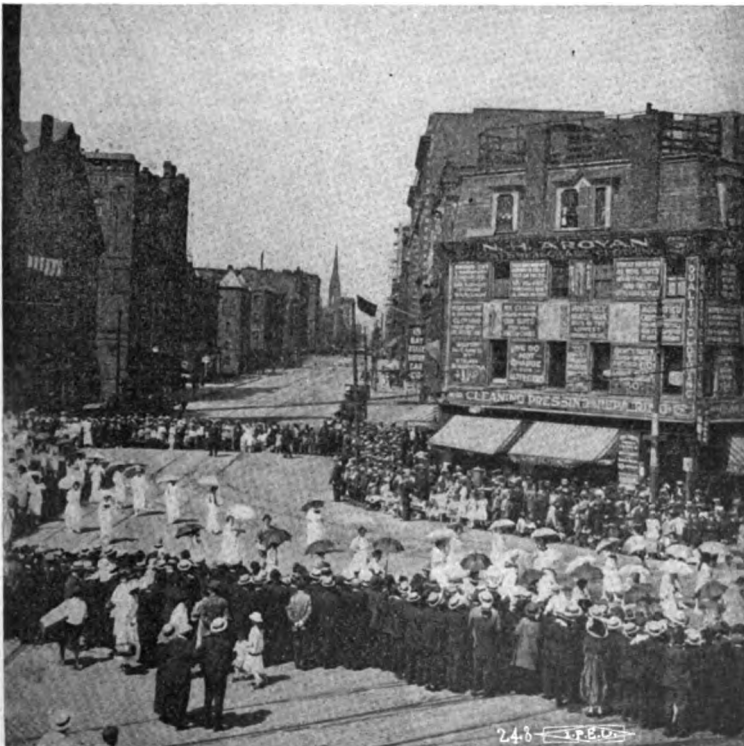
In a general way the members of this Union turned out well and strong noticeably so. We cannot undertake to mention all of the places, for in many of them our information is incomplete, and therefore to attempt to enumerate them all would be sure to do injustice to some.

There are three places, however, that we desire to mention. In the Boston Labor Day parade our members turned out one thousand strong and are conceded to be a feature of the parade. Included in the showing of Union 229 of Boston, was 190 of

our women members, dressed in white, marching on foot in the parade and carrying red, white and blue umbrellas. All the Boston papers commented upon the showing made by our sisters.

In the Cincinnati Labor Day parade the number of our members in line was given at 1600, the largest in number of any trade union in the parade. The members were in uniform and had three brass bands. Automobiles were provided for women members. A notable feature of the parade of our Cincinnati members was the fact that former members of the United (?) Faction, who are now members of this Union, turned out in goodly number.

Another place where the Labor Day showing of our membership was especially noteworthy was in the city of St. Louis, where the Labor Day parade was said to be the largest they have ever held. We quote the following from our report: "We have every reason to be proud of our members and the showing they made. We had about 1600 men in line, all of whom wore dark trousers, light shirts, black ties and white hats."



SECTION OF LABOR DAY PARADE, BOSTON, MASS., LOCAL 229.

In St. Louis also a large number of former members of the United (?) Faction, and who are now members of this Union, turned out in the Labor Day parade. It seems a singular coincidence that there should be 1600 in Cincinnati and the same in St. Louis, but we publish the figures just as they come to us.

MILLENNIUM.

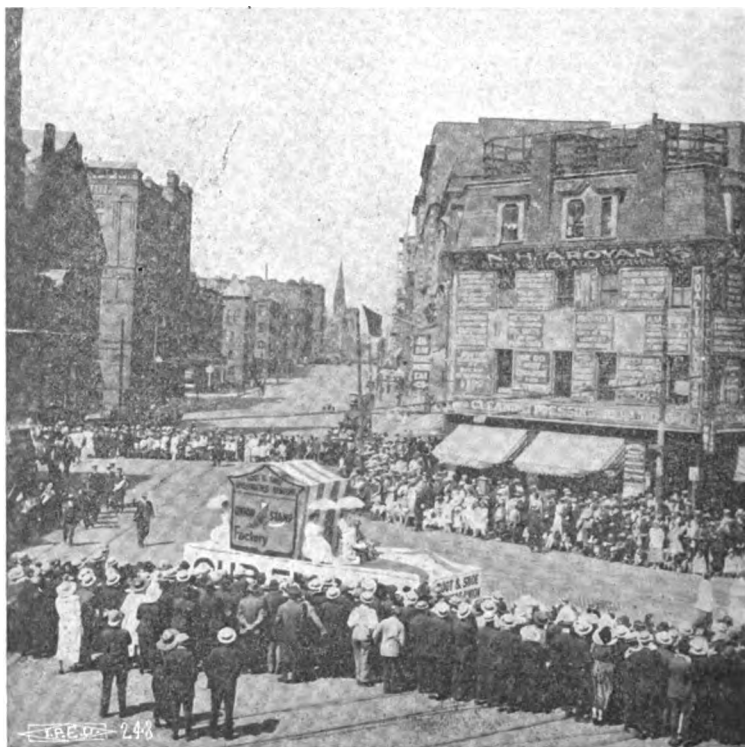
By the above we mean, of course, the millennium of labor, which someone discovers every little while. Just now the discoverer's name is Joe Coldwell. We quote the following from the Brockton enterprise of August 26, 1916:

"Joe' Coldwell, socialist orator, of this city, who is campaigning in southern and central New York State in the interests of the socialist ticket, State and national, writes to friends here of the good reception he is receiving. He bears introductions from Brocktonians to men of prominence in many of these communities so that he has been afforded opportunity to get into close touch with local situations.

"Within the week he has been in Binghamton, N. Y., and while there visited the Endicott-Johnson shoe manufacturing plants at Endicott and Johnson City. He writes enthusiastically of the activities there for the welfare of employees. He speaks of the free public swimming pools, of the playgrounds fully equipped, of the plans for home ownership on the part of the employees, of the plans being perfected for the establishment of the 8-hour day and especially of the new lunch rooms. The following list of prices tells the story:

Roast pork and potatoes, 10 cents.
Corn beef and cabbage, 10 cents.
All cereals, 3 cents.
Tea, coffee or milk, 3 cents.

"The fifteen-cent dinner, Aug. 22, was roast pork and dressing, brown gravy with potatoes, corn or tomatoes, bread and butter, pie and ice cream, coffee, tea or milk. The minimum wage for women workers is \$9 a week and for men \$10. The piece price on work is not so high as in Brockton, but comparison of wages for the year show a decided advantage on the part of the Endi-



SECTION OF LABOR DAY PARADE, BOSTON, MASS., LOCAL 229, SHOWING FLOAT USED.

cott-Johnson workers because they have work all the time, he says.

"Coldwell will speak in Syracuse, Middletown and Newburgh besides a number of smaller places."

From the foregoing one would infer that the oft-discovered millennium is now located in Binghamton and Endicott, New York. There is also a valuable tip to the Brockton shoe workers that the way to get work all the year around is to work cheap, as it will be noticed the 'torn says, "The piece price or work is not so high as in Brockton, but comparison of wages for the year show a decided advantage on the part of the Endicott-Johnson workers because they have work all the time."

It has long been understood that the shoe factory equipment of this country was sufficient in floor space and machinery to manufacture all the shoes for a year in a period of time variously estimated from four to six months, assuming that the different factories, with their equipments were operated at full capacity.

If this estimate is correct, it must follow that if one half of the shoe factory equipment of the country work full time the year around, the other half must be idle full time the year around. This same reasoning must apply to the shoe workers, and so if one half of the shoe workers of the country work cheap enough so as to obtain in competition full time employment, the year around, the other half of the shoe workers must be idle full time the year around.

It is somewhat astonishing to say the least, to hear a socialist orator, of all men, extoll the beauties of wage earners competing against each other at low wages for full time employment the year around.

If the Brockton shoe workers would consent to work cheap enough the Brockton shoe manufacturer could afford to give them roast pork and potatoes for ten cents and corn beef and cabbage for the same amount or a fifteen-cent dinner of roast pork, brown gravy, potatoes, vegetables, bread and butter, pie and ice cream, coffee, tea or milk.

The trouble with this scheme is that the Brockton shoe workers do not wish to exchange wages with the employes of the Endicott-Johnson Company for the purpose of getting the privileges of the employes of the Endicott-Johnson Company. Wherever shoe workers are organized they usually prefer to buy their meals where they like. They prefer to pay their own bills and spend their own money, and do not want a

very large measure of paternal guardianship on the part of the employer.

We are not criticising the Enterprise for publishing the item. Neither are we criticising Coldwell for stating what he found, except so far as it seems inconsistent with the socialist idea.

Neither are we criticising the Endicott-Johnson Company. We think it is very nice of them to do those splendid things for their employes, who seem unable to do anything for themselves. If an employer would allow his employes to do all sorts of paternalistic things for him and to him, quite likely they would meddle with his affairs to quite an extent, and perhaps run his business. It is just the same way the other way around. When shoe workers refrain from having anything to say about their own conditions, they must expect the employer to attend to those little matters for them.

This is what is happening, apparently, at the Endicott-Johnson plants; but it is not quite the millennium, at least considered from the wage-earners' point of view, or from the viewpoint of trade unionism.

THE CHÉLSEA STRIKE.

For a number of weeks there has been a strike at the factory of the Walton Shoe Company in Chelsea, accompanied with considerable violence requiring numbers of policemen in the effort to stop the numerous assaults and shootings that have occurred. There have been a number of strikes at this plant, one of which we referred to in our July number, in which we reproduced the following circular issued by A. G. Walton & Company last May:

NOTICE.

As evidence of its good faith and desire to co-operate in every reasonable way with employes, this Company makes the following announcement:

"We will pay a bonus, August 1, 1916, to all employes who on that date have been on the payroll since January 1, 1916. The bonus will be 5 per cent of the total wages earned in the six months ending June 30, 1916. Further more we agree to pay a similar bonus on February 1, 1917, for the six months ending December 31, 1916."

The factory will be open for work Monday, May 15th, as usual.

It is earnestly hoped that all employes will be in their places to show their appreciation and acceptance of this offer, which is the utmost that the Company can afford to give.

If enough employes report for work, the machinery will be started. But if there are not enough loyal employes to justify running, No. 1 Factory will be closed indefinitely.

A. G. WALTON & CO.

Further than this we cannot go except by arbitration after a general return to work.

We commented upon the circular as follows:

"Now, we do not wish to say anything sarcastic or disrespectful of A. G. Walton & Co. In issuing the above notice they no doubt felt that they were doing the best thing they could do under the circumstances, but we think that a fair analysis of the notice shows that the firm is willing to pay five per cent more wages for permanent employees. That is to say, if an employee remains in their employ. during the six-month period, he will receive five per cent more wages. If we wished to be unfair, we might say that this was a confession that their payroll was at least five per cent too low.

"Farther on the notice states that this is the utmost that the company can afford to give, but in the postscript they say: 'Further than this we cannot go except by arbitration after a general return to work,' so it seems that beyond the five per cent they were willing to arbitrate.

"It was also stated that if enough employees report for work the factory would be started. Otherwise the factory would be closed indefinitely. Here was an element of force. 'Either accept our proposition of a five per cent bonus for employees of six months' standing at the end of the six months' period, or the factory will close indefinitely.'

"Please note that if an employee who is in the employ of A. G. Walton & Company July 1st, leaves that employ December 20th, he does not get any five percent bonus. The employee has to stick by A. G. Walton & Co. to get the extra five per cent, and for all the employee knows he may be discharged by the firm without his consent.

"Now, we believe that the logical thing for A. G. Walton & Co. and their employees to do is to become parties to our arbitration and Union Stamp contract. If the employees are entitled to anything, they are entitled to it for the work as they do it, and not as a bonus for a one-sided agreement or understanding that they will remain six months from any given period. Possibly they may be entitled to more than five per cent, which A. G. Walton & Co. say in their notice they are willing to arbitrate.

"Now, we are not going to question the sincerity of the notice issued by A. G. Walton & Co. We are going to assume that it means exactly what it says; but if it does so mean, why does not A. G. Walton & Co. adopt our arbitration Union Stamp contract.

pay a straight five per cent advance in wages, rely upon our contract as an assurance of future peace, and let future disagreements of all kinds be settled by arbitration under that contract, which is a form of settlement they seem to favor in their postscript.

"There is no question but what our contract offers more peaceful relations than have existed between A. G. Walton & Co. and their employees. It offers better assurance of conducting business without interruptions to production or to wages, and we believe our Union Stamp and arbitration contract will produce better results for A. G. Walton & Co. and their employees than the notice quoted herein, and the scheme it outlines."

History seems to have proved this editorial to be prophetic for the reason that when the dividend was declared on August 1st 1916, new dissatisfaction arose and the present strike occurred, whereupon United (?) Shoe Worker organizers succeeded in getting these strikers into their net, after which they have succeeded in preventing settlement by making a demand for recognition of the United (?) Shoe Workers as the first condition of settlement.

A. G. Walton & Co. have repeatedly refused to have any dealings with the United (?) Shoe Workers, but have stated recently that it will deal with the Boot and Shoe Workers' Union, affiliated with the American Federation of Labor.

We know for a certainty that there are many of the employees of A. G. Walton & Co. who would prefer to be members of the Boot and Shoe Workers' Union. They realize they made a mistake in allowing themselves to be taken into camp by the organizers of the foolish faction, and they have had their fill of strikes, not for their own advancement, but for the advancement of the foolish faction.

The foolish faction has brazenly claimed to represent the true interests of the shoe workers, and to be faithful to their interests. Here is an instance of it. It is undoubtedly true that the A. G. Walton Company and a great majority of their employees at this time desire to pacify their conditions by joining hands to settle future conditions under our arbitration contract and policy, but the belligerent organizers of the foolish faction, with their bulldozing methods and strong-arm tactics, are standing in the way. The firm is willing to settle, and so are the employees, but the foolish faction prefers to oppose the interests of these shoe workers.

THE ADAMSON BILL.

At the time our last issue went to press the so-called Adamson bill seemed certain of being passed by Congress. The Adamson bill has since become a law, it being passed by both branches of Congress and signed by the President for the purpose of preventing a nation-wide railway strike that seemed to be impending.

The Adamson bill provides in brief that railway employees engaged in interstate commerce shall receive the previous ten-hour rate for eight hours. It purports to establish the eight-hour day, but does not do it because it does not prohibit employment for longer periods. If a railroad employee coming within the scope of the law is now working on a twelve-hour run, he may continue to work the same hours, but instead of being paid a certain daily wage for ten hours with two hours overtime, he will be paid the same daily wage for eight hours with four hours overtime at the increased hourly rate.

The essence of the bill, therefore, is not the establishment of an eight-hour day, but a raise in wages approximating twenty-five per cent.

Moreover, the measure has not yet gone into effect, as it is not supposed to take effect until January 1st, and there is considerable speculation as to whether it will go into effect at that date, or whether the railroads will contest the law on constitutional grounds.

To those who have accepted the Adamson bill as an uncompromising victory for organized labor we wish to point out that organized labor, including the railroad brotherhoods, never asked for the passage of the Adamson bill. This bill was handed to them by Congress and the President. Naturally the railroad men accepted it because to some extent it put the government on record. It might lead to good results, and the brotherhoods could not afford to repudiate it.

Furthermore, every railroad man knows that whether he gets anything of benefit to himself out of the Adamson bill depends upon his brotherhood or union and not upon the bill itself.

Trade unionism tells us that we must rely upon our economic organization for the improvement of our working conditions and wages and for the maintenance of those improvements.

Very recently General President Tobin received a letter from the Twentieth Century

Club of Boston requesting him to suggest speakers upon the Adamson bill, to which General President Tobin made the following reply:

Sept. 29, 1916.

Mr. Edward H. Chandler, Secretary,
Twentieth Century Club,
3 Joy Street, Boston, Mass.,

My Dear Mr. Chandler:—I am just in receipt of your letter of the 28th inst., in which you ask me to suggest the names of three men who are thoroughly informed as to the questions raised by the Adamson Bill who would address the Twentieth Century Club upon that subject.

In reply, will say that I am not in a position to make any suggestion as to speakers upon that subject. I have discussed this matter with my colleagues here and we are unanimously of the opinion that the labor movement is not on trial for any situation growing out of the Adamson Bill; as we understand the practices of labor organizations are to secure hours and wages through their economic organization and organized labor does not seek to fix wages and hours by legislative enactment.

We are fully conscious of the fact that if we take the course of asking for legislation to fix hours of labor and wages and accept that method and reduced hours of labor and increased wages through legislation, we would then be equally bound to accept increased hours and decreased wages through the same channel.

We do not believe that this is a practical or proper method of procedure and feel positive in the statement that the organizations of labor representing the Railroad Brotherhoods did not ask for the Adamson Bill.

It is our understanding that they sought to establish the eight-hour day and the other conditions relative thereto through their organizations, but political interests took the matter up with a view to reaching a solution and the result is the passage of the Adamson Bill.

We believe that the railroad organizations are thoroughly alive to the fact that they will have to depend upon their organizations to maintain their wages and hours through the strength of their organizations, regardless of the legislation passed.

It is just possible that the Railroad Brotherhoods will conclude that an eight-hour day secured through legislation by a democratic congress and senate might be taken away from them through the same channel if another party were in political control; hence, to safeguard their interests, they must depend upon a more stable foundation which they believe rests in their organizations.

While some of the Railroad Brotherhoods are not affiliated with the American Federation of Labor, I believe that if you address a letter to President Samuel Gompers of the American Federation of Labor, Federation Building, Washington, D. C., asking him to suggest speakers for the Twentieth Century Club, he will be able to do so because of his acquaintance with the railroad organizations.

Trusting that this suggestion may result to your satisfaction, I remain,

Respectfully yours,

(Signed) JOHN F. TOBIN,
General President.

To the foregoing we wish to add that some regard the attitude of unions in opposing wage legislation as selfish. That is to say, that the reason why the unions oppose fixing wages by legislation is that they want to compel the workers to come into the unions as the only means of getting wages. This is a misrepresentation of the attitude of the unions. We oppose fixing wages by law largely as a matter of principle. We do not want a law to say that we shall sell our labor at a certain price, any more than the land owner wants a law to say that he must sell his land at a certain price. We want liberty in the disposal of our labor power and in the bargaining for the sale of it.

Furthermore, we recognize the dangers of permitting legislators to fix wages for if they can advance our wages, they can also reduce them, and it is not a question between one political party and another, but may be a question of the changing views and personnel of the members of any or all parties.

BRIEFS.

Organized labor made a great showing on Labor Day.

Local unions of the Boot and Shoe Workers' Union did themselves proud in many localities. In several instances they were leading features of the parades.

It was good to see the 190 women members of Local 229 of Boston marching on foot the entire distance. We were proud of the favorable comment their presence inspired. We were prouder still of the fact that they cared enough about their union to turn out and march.

It is good to know that in Cincinnati shoe workers who were formerly members of the United (?) faction at the time of the Good-year Operators' strike, and who are now members of this Union, turned out in the Labor Day parade. It takes a long time for shoe workers to get together sometimes, but they are gradually getting there, and those men who have been led off on a tangent and got back to the main line again are less apt to follow false leadership in the future.

When the Union Stamp was introduced into the Hamilton-Brown factories in St. Louis, the triumvirate of liars, Erlando, Walsh and Dean, predicted that it would not last a year. They represented that the shoe workers of St. Louis were so poor spirited that they had allowed themselves to be driven into the Boot and Shoe Workers' Union against their will and that they would not remain. Still, 1600 of them turned out on Labor Day.

It is about time for the liars' club to surrender its charter, for want of a quorum. Dean appears to have disappeared, no one seems to know where. Erlando is about to retire to a farm. We would suggest that he take up the milk business; his success in milking a small faction of the shoe workers causes us to make the suggestion. Walsh is in a decline. He is not as vigorous as formerly. He does not want a national convention to change things half as badly as he did before he was elected.

What the law gives other laws can take away, and if the wage-earner violates the law he is imprisoned or punished. What the trade union secures through the combined efforts of wage-earners, the combined efforts of wage-earners can keep without asking any law or any court. This is advancement through freedom, while legislative betterments may reverse themselves and become tyranny. We must rely upon our unions to get and to hold every advantage we wish to secure and retain.

In our July number we referred to a number of schemes adopted by different shoe manufacturing concerns to keep themselves clear of unions, and we asked the shoe manufacturers why they should not try our plan. We admitted they could operate their factories cheaper as non-union factories; provided they had no friction, but we regard the cost of frequent labor disturbances as greatly in excess of the cost of a rational treatment of the labor problem under our arbitration contract. Our statements on these matters still hold good, and the strike at the Walton Shoe plant in Chelsea is a case in point. The pity is that people do not expect these things, which are certain to occur sooner or later, and with more or less frequency.

The shoe worker who relies upon the employer to take care of him and furnish him cheap meals, playgrounds, hospital beds, home owning plans, and all that sort of

thing, must expect to pay for it by the difference in the pay envelope. Trade unionism says that the worker shall receive a wage to enable him to do these things for himself. We would rather have \$18 and spend it to suit ourselves than to have the boss give us \$12 and give us some fraction of the other six invested in some welfare scheme in which we have no voice.

The labor movement has to stand a lot of misrepresentation. It always had to stand it and it has stood it, meaning that misrepresentation has not killed the labor movement; that is self-evident. It is more lusty and aggressive today than ever before, so let the knockers keep right on knocking, it being understood that they can harm only those who listen to them, and some innocent bystanders like unsuspecting communities who are harboring the slander mongers and the destroyers without realizing their true character. Labor, however, in the broad sense, is uniting all the time. Every year their forces increase; nothing can stop it, and the growth of trade unionism is the hope of the world.

"THE UNION."

United we stand and our freedom command,
Divided we fall by the way,
And factional strife is the danger so rife
That leads to our doom and dismay.
Be brothers, be men—do you realize when
We were slaves to the masters of gold,
Deprived of our rights and the world's sweet
delights,
Enslaved in the dark days of old?

Then pause and reflect at the Union respect,
Let nothing detract from its aim;
Let jealousy's dart and all malice depart,
Be tardy to censure or blame.
Be true to the cause and abide by its laws
And cherish its blessings, I pray;
Revere it and love it, no cause is above it—
The Union, God bless it for aye!

—Frank J. Hayes.

THE PLACE OF PEACE.

As the heart of the cyclone tearing the sky
And flinging the clouds and the towers by,
Is a place of central calm;
So here in the roar of mortal things
I have a place where my spirit sings—
In the hollow of God's palm.

—Edwin Markham.

SO EASY.

So easy to say what another should do,
So easy to settle his cares,
So easy to tell him what road to pursue,
And dispose of the burdens he bears.
It is easy to bid him be brave and be strong,
And to make all his shortcomings known;
But O it's so hard when the care and the
wrong
And the dangers we face are our own.

It is easy to stand in the other man's place
When our comforts of life are assured,
And the sting of the rain beating sharp in
his face
By him must be bravely endured.
It is easy to tell him the path he should take
And to bid him to laugh at his care,
But O it's so hard when it's our hearts that
ache
And we have the burdens to bear.

We all know the things that another should
do,
His faults are like books on our shelves,
We can ponder them over and read and re-
view,
But we haven't a book on ourselves.
We can settle the other man's troubles each
day,
His griefs we can calmly discuss.
It is easy to sweep all his troubles away,
But we can't do the same thing for us.

The need of another it's easy to see,
When our own wants are all satisfied,
And bold and courageous it's easy to be
When it isn't our souls that are tried.
But O it's so hard when we're stumbling
along
To keep ourselves steadfast and true;
It is easy to tell someone else to be strong,
It's easier to talk than to do.

—Edgar A. Guest.

A DEAD GIVE AWAY.

Dave McCallum says that a young woman
met her husband as he returned from the
shop at Winnipeg, and showed unmistakable
signs of weeping.

"What's the matter, Madge?" asked the
husband.

"Oh, John," she said, "I dropped my dia-
mond ring off my finger, and I can't find it
anywhere."

"Don't worry, Madge; it's all safe. I found
it this morning in my trousers pocket."

.. FRENCH DEPARTMENT ..

BROCKTON VUE DE L'INTÉRIEUR.

Durant les derniers mois Brockton a reçu une notoriété non-désirée et non-méritée sous forme de publications donnant à entendre que l'industrie de chaussures de Brockton déclinait. Cette publicité non-désirable eut son origine dans la ville de Brockton même, parmi la petite coterie de critiqueurs dont l'organe spécial est une feuille publiée sur des bases vindicatives. On en envoie des copies dans différentes localités où se manufacturent les chaussures ainsi qu' à d'autres publications, donnant à ces autres feuilles l'opportunité de copier ses aspersions sur l'industrie principale de sa propre ville.

Il y a quelque temps cette feuille eut un numéro spécial exclusivement consacré à une attaque sur l'Union des "Boot and Shoe Workers." Plusieurs manufacturiers de chaussures de Brockton avaient leur annonce dans ce numéro. Nous demanderons respectueusement aux manufacturiers en chaussures de Brockton quels sont les profits particuliers qu' ils reçoivent d'une feuille circulant des choses qui sont au détriment de l'industrie de chaussures de Brockton.

A propos de cela nous désirons citer l'article suivant du Brockton Enterprise un journal quotidien responsable de cette ville.

"Il est certainement plaisant de voir un de nos journaux du métier connaissant Brockton et ses industries se lever pour prendre sa défense ainsi:

"Plusieurs publications à sensations et certains quotidiens de Boston ont récemment montré la disposition d'amoindrir l'industrie de chaussures de Brockton. Prenant les chargements de chaussures comme base ils en viennent à la conclusion, qu' aujourd' hui, Brockton perd \$13,000,000 par année de gages pour les ouvriers en chaussures.

Un quotidien de Boston dit: "Des hommes de Brockton qui s'y connaissent disent que l'industrie de chaussures est tombée de 40 pour cent durant les derniers dix ans parce que certaines compagnies sont parties de la ville. Cela met la vieille question de l'avant, 'Qu' y a-t-il donc à Brockton?' Maintenant nous ne croyons pas qu' aucun homme de Brockton familier avec l'industrie de chaussures ait jamais formulé une telle expression, et nous sommes positif que s'il l'a fait il ne savait pas ce qu' il disait et

n'a aucune preuve pour se baser. En 1906 Brockton avait 35 manufactures de chaussures. Cette ville en compte 33 actuellement. Des compagnies faisant affaires en 1906 vingt cinq sont encore à Brockton aujourd' hui. Il ne s'est certainement pas montré moins de fluctuation dans les autres centres à chaussures. Les affaires de ces vingt cinq compagnies de cette ville se sont augmentées à un point, qu' aujourd' hui, on estime que le capital a doublé.

Nous citons encore du même journal: "Un manufacturier transportait d'abord une partie de ses affaires ailleurs tandis qu' un autre fermait entièrement sa manufacture de Brockton. L'exode a été graduel et certain depuis les dix dernières années."

De fait, le cas n'indique pas que beaucoup de compagnies sont parties, quand, après dix ans, nous n'en comptons que deux de moins. Ce journal continue en donnant le nom de cinq compagnies qui sont parties de Brockton. Deux des compagnies nommées n'ont jamais en de manufactures à Brockton, quoique le principal associé de l'une ait fait quelques chaussures il y a vingt ans à peu-près, sous un autre nom. Une autre de ces compagnies, avec une manufacture mais se servant de deux noms, établit une branche en dehors sous un de ces noms, de sorte que, comme matière de fait il n'y a que deux des ces cinq compagnies mentionnées qui ont actuellement laissé Brockton depuis les derniers dix ans.

'Il nous fait peine qu' un article qui a paru dans un certain journal ait été considérablement copié, ce qui ne tend naturellement pas à aider l'industrie de Brockton. Nous apprenons sur bonne autorité que la valeur actuelle des chaussures faites à Brockton actuellement excède celle des années précédentes et est de beaucoup supérieure à la valeur de dix ans passés. Nous ne voyons pas l'avantage que gagne une publication à écrire des articles tels que celui mentionné en falsifiant les faits à un tel point. Il est évident que quelqu' un est responsable pour ces divers articles qui ont paru. Comme règle les journaux ne recherchent pas des articles de ce genre. S'ils sont publiés il y a anguille sous roche. Espérons qu' il sera bientôt possible d'en placer la responsabilité.

"Ce qui précède est un article de fond dit n'est qu' un modeste exposé des faits après dans American Shoemaking, et ce qu' il

tout, parce que Brockton perdit plus de bonnes compagnies d'affaires durant les cinq ans qui précédèrent 1906 que la ville en a perdues depuis. De plus, quelques unes des dernières retournèrent à Brockton. La maison Douglas fut perdue pendant une courte période, it est vial, mais elle retourna parce que la cause de son départ était une question individuelle et non pas parce que la compagnie ne désirait pas faire affaire à Brockton. La compagnie Keith a établi des manufactures à Weymouth, South Boston et North Adams, mais elles furent établies après que la compagnie ait eu quatre manufactures ici y-inclus l'établissement considérable M. F. Thomas. La compagnie E. E. Taylor tripla l'étendue de l'espace qu' elle occupait ici et fit assez d'affaires pour lui permettre d'ouvrir une branche à New Bedford et d'acheter un établissement à Nashua, N. H. La seule compagnie qui laissa la ville durant les derniers dix ans avec un bon montant d'affaires fut la compagnie Field-Lambert, et l'expansion d'autres corporations dans la ville depuis ce temps: Nommons M. A. Packard, W. L. Douglas, Howard & Foster, T. D. Barry, Fred F. Field, Churchill & Alden et autres, firent plus que remplacer la perte. La présente compagnie de chaussures L. Q. White partit pour Bridgewater, mais quand elle quitta cette ville elle n'y faisait que peu d'affaires. La compagnie Ashby-Crawford qui alla se fixer à Marlboro ne faisait que quelques douzaines de chaussures quand elle laissa cette ville. La compagnie Crafts Harrington en fut une autre qui alla à Milford, mais ces petits manufacturiers disparurent bientôt. Durant ces dix années la ville perdit aussi plusieurs autres manufacturiers qui ont cessé de faire affaires, tels que N. R. Packard, la Nesmith Shoe Co., et J. M. O'Donnell. Tout cela est arrivé durant de récentes années mais les pertes ont été plus que convertes par de nouvelles et florissantes compagnies.

"Ceux qui se souviennent savant comment plus sérieuses étaient les conditions industrielles durant les cinq années qui précédèrent 1906, quand compagnie après compagnie se perdait pour la ville laissant rien pour compenser ces pertes. La compagnie Field Bros. & Gross, qui déménagea à Auburn, Me., faisant de bonnes affaires; la dissolution de la vieille compagnie Lilly-Brackett, une des plus anciennes de la ville; la faillite la Empire Shoe Co., une des plus considérables de ce temps-là; la perte de la compagnie Kimball, Tisdale & Baker, et de la compagnie F. C. Kingman; le départ de la compagnie de chaussures J. W. Terhune pour Rockland, de Slater et Morrill pour

South Braintree; Shaw & Bryant et la compagnie F. W. Packard se retirant des affaires; l'incendie et le départ de la compagnie de chaussures Emerson, une des plus considérables de la ville; la faillite de la Union Shoe Co. et Joyce et Fletcher se retirant des affaires, fournissent une liste qui donne à réfléchir. Ces années furent celles quand les pertes dans l'industrie se firent sentir plus qu' en aucun temps dans l'histoire industrielle de la ville. Depuis ce temps la ville est dans l'ascendant en ce qui se rapporte à son industrie principale et autres lignes auxiliaires, lesquelles, si elles ne se comptent pas par le nombre de chargements de ballots, donnent néanmoins une preuve apparente de la fine qualité des chaussures faites, la haute valeur des établissements, le nombre considérable de manufactures, l'augmentation constante de la population et le nombre d'ouvriers en chaussures dans la ville. Si des odutes sincères existent sur ces points il est facile de se renseigner en étudiant les derniers rapports du recensement qui renferment des chiffres qui seront convaincants."

De plus, nous désirons ajouter que les nouvelles de Brockton annoncent que l'année 1916 est la quatrième meilleure dans les envois de chaussures que la ville ait jamais vue. Ce que ces statistiques ne disent pas est la haute valeur des chaussures de Brockton et l'augmentation des affaires en dollars et centins.

Un autre item d'un journal porte le titre "Brockton bat le record dans les épargnes," et dit en substance que durant douze mois les dépôts faits dans les banques d'épargnes de cette ville ont augmenté de \$1,743,280. Il est difficile de comparer ces chiffres avec les opinions des hâbleurs qui crient au malheur.

"American Industries," publication qui est supposée paraître dans l'intérêt de l'association nationale des manufacturiers, réimprima un de ces articles de "tristesse" et s'arrêta avec emphase sur le paragraphe qui disait: "Si Brockton perdait tout-à-coup toutes ses entreprises de chaussures, ce serait mieux pour l'avenir de la ville, parce que nous échapperions à ceux qui, lentement mais trop sûrement étranglent une localité qui avait un avenir si brillant il y a quinze ans."

Commentant sur ce paragraphe, American Industries, supposant que l'article contient la vérité, s'exprime comme suit: "La décadence de Brockton se trouve dans le fait que l'Union des "Boot and Shoe Workers" l'étouffe."

Voilà ques les ennemis de Brockton croient

servir les manufacturiers de chaussures de Brockton en calomniant l'industrie de chaussures de cette ville, par ignorance des faits réels. Nous nous demandons ce que les manufacturiers de chaussures de Brockton ont besoin de cette sorte de publicité. Quels sont ceux qui cœoissent mieux la situation de l'industrie de chaussures à Brockton, les cordonniers eux-mêmes, ou un étranger malicieux?

FAUX RAPPORT A DESSEIN.

La raison pour laquelle on fait circuler des histoires au détriment de la ville de Brockton et son industrie de chaussures est facile à trouver. Le dessein de ces faux rapports est très-apparent. Chacun sait à Brockton que l'organe spécial des "United (?) Shoe Workers" ainsi nommés, un mouvement scissionnaire qui s'est détaché de l'Union des "Boot and Shoe Workers" en 1909, déclarant alors que son projet était de détruire cette société, est la source de l'agitation qui menace Brockton.

Le dessein de cette faction à Brockton et ailleurs est d'organiser des branches des "United (?) Shoe Workers" ainsi nommés. Ils ne réussissent pas beaucoup. Apparemment ces branches vont en pièces peu de temps après qu'elles sont organisées.

Cet élément irresponsable prétend que 75 pour cent des travailleurs de Brockton sortiraient de l'Union des "Boot and Shoe Workers" s'ils le pouvaient, mais tout membre intelligent de notre association sait que cette assertion est mensongère. Il est vrai que toute organisation compte toujours un certain nombre de membres qui sont hargneux, mais les ouvriers en chaussures de Brockton ne désirent pas échanger leur forme actuelle d'organisation pour aucune chose que l'ennemi a dans l'esprit, et ceci s'applique également aux membres de Brockton qui se sont opposés à la ligne de conduite de l'Union comme à ceux qui l'ont appuyée.

Dans tous les cas, le principal est d'agiter Brockton et d'y créer du mécontentement dans l'espérance de détruire l'Union des "Boot and Shoe Workers" à Brockton et de mettre la ville à la tendre merci des vautours qui cherchent les grèves dont la cause reçoit l'appui de certains écrivains nuisibles. On ne s'occupe pas si la ville de Brockton souffrirait d'un tel état de chose. On ne s'occupe pas si une ère de grèves surgissait semblable à celles de 1896, 1897 et 1899, si l'on pouvait seulement assurer la destruction de l'Union des "Boot and Shoe Workers" et l'arbitrage, et si le succès de ces

bandits d'industrie dont les méthodes consistent en grèves et tout ce qui est contraire au bon ordre pouvait se réaliser.

La plupart des membres des "United (?) Shoe Workers" ainsi nommés résident à Lynn. Qui dira que l'industrie de chaussures de cette ville a prospéré comme résultat des efforts de la funeste bande? Pourtant, les journaux de Lynn semblent croire que c'est une bonne politique de publier tout ce qui est au détriment de l'industrie de chaussures de la ville de Brockton. Nous avons devant nous une colonne et demie, extrait d'un journal de Lynn contenant des détails de nature à faire croire que l'industrie de chaussures de Brockton est dans la baisse.

Quelles sont les raisons qui pousseraient aucun journal de Lynn à publier des choses au détriment d'une ville-soeur en accusant l'Union des "Boot and Shoe Workers" d'être responsable de sa ruine industrielle?

Tous les journaux de Lynn savent bien que l'Union des "Boot and Shoe Workers" n'est pas responsable des troubles qui ont agité les manufacturiers de chaussures de Lynn. Au contraire, chaque journal de Lynn sait qu'au nombre des manufactures de Lynn, les deux qui marchent sous contrats d'arbitrage avec l'Union des "Boot and Shoe Workers" sont celles qui n'ont presque pas eu de troubles laborieux durant les quinze dernières années, tandis que la plupart des autres manufactures ont été scènes de grèves fréquentes, ce qui a causé le départ de quelques unes de la ville et en a forcé d'autres à fermer complètement.

Certains journaux de Lynn semblent plus en mesure de commenter sur les troubles laborieux des autres centres manufacturiers de chaussures que de discuter les affaires laborieuses de leur propre ville en ce qui se rapporte à cette industrie. Si les journaux de Lynn compilaient les statistiques de l'industrie de chaussures de Lynn ils pourraient discuter un sujet sur lequel ils pourraient s'assurer de sérieuses connaissances. Ils peuvent avoir accès à ces statistiques. Qu'ils fassent une recherche dans les registres et qu'ils se mettent en mesure de savoir quelles sont les compagnies qui ont quitté Lynn; quelles sont celles qui ont volontairement abandonné de faire affaire; celles qui ont fait faillite, et qu'ils fassent un tableau comparatif sur Lynn d'aujourd'hui, donnant le nom des manufacturiers et la production actuelle, avec Lynn d'il y a quinze ans.

Les gens de Brockton feraient peut-être bien de s'intéresser un peu aux affaires de Lynn, comparant les deux villes, et se gou-

vernant en conséquence. Les publications de rapports mensongers des conditions actuelles de l'industrie de chaussures à Brockton servent les desseins de la faction qui semble avoir un excès de bile contre Brockton et qui ne s'occupent que de sa triste personnalité sans égard pour le bien-être de la ville.

LE BILL ADAMSON.

Comme notre dernier numéro allait sous presse le bill Adamson paraissait certain de passer au congrès. Ce bill est devenu loi depuis, passé par les deux branches du congrès et signé par le président dans le but de prévenir une grève de chemin de fer générale qui semblait nous menacer.

Bref, le bill Adamson pourvoit à ce que les employés de chemins de fer engagés dans le commerce entre états reçoivent les gages préalables de dix heures pour le travail de huit heures. Cette mesure propose d'établir la journée de huit heures, mais elle ne le fait pas parce qu'elle ne prohibe pas l'emploi pour de plus longues périodes. Si un employé de chemin de fer, d'après la lettre de la loi, travaille actuellement sur une course de douze heures, il peut continuer comme auparavant, mais au lieu d'être payé de certains gages journaliers avec deux heures additionnelles, il recevra les mêmes gages de chaque jour pour huit heures, plus quatre heures au prix augmenté par heure.

L'essence du bill, conséquemment, n'est pas l'établissement d'une journée de huit heures, mais une augmentation de gages de près de vingt cinq pour cent.

De plus, la mesure n'a pas encore pris effet, puisqu'elle ne doit commencer qu'au premier jour de janvier. A cette date l'on se demande si les chemins de fer ne contesteront pas la loi comme inconstitutionnelle.

A ceux qui ont accepté le bill Adamson comme une victoire signalée pour le travail syndiqué nous désirons attirer leur attention sur le fait que le travail syndiqué, y compris les confraternités de chemins de fer, n'ont jamais demandé le passage de cette mesure. Ce bill leur fut jeté par le congrès et le président. Les employés de chemins de fer l'acceptèrent naturellement parce que, jusqu'à un certain point le gouvernement se trouvait engagé. Comme les résultats pouvaient être bons, les confraternités ne pouvaient répudier la mesure.

De plus, chaque employé de chemin de fer sait bien que si le bill Adamson lui rapporte certains bénéfices, cela dépendra de sa confraternité ou de son union et non de la mesure elle-même.

L'unionisme de métier nous dit que nous devons dépendre sur notre organisation économique pour l'amélioration de nos conditions laborieuses et de nos gages ainsi que pour le maintien de ces améliorations.

Très-récemment le président-général Tobin reçut une lettre du club du Vingtième Siècle de Boston le priant de suggérer les noms d'orateurs sur le bill Adamson, à laquelle le président-général Tobin répondit comme suit:

29 septembre, 1916.

M. Edward H. Chandler, Secrétaire,
Club du Vingtième Siècle,
3, rue Joy, Boston, Mass.,

Mon cher M. Chandler:—Je viens de recevoir votre lettre du 28 courant, dans laquelle vous me priez de suggérer les noms de trois hommes parfaitement renseignés sur les questions soulevées par le bill Adamson qui adresseraient le Club du Vingtième Siècle sur le sujet.

En réponse, je dirai que je ne suis pas en position de faire aucune suggestion concernant des orateurs sur ce sujet. J'ai discuté cette question ici avec mes collègues et nous sommes unanimement d'opinion que le mouvement laborieux ne se rapporte aucunement au bill Adamson, car nous comprenons que les pratiques des organisations de travail sont d'assurer des heures et des gages au moyen de leur organisation économique, et le travail syndiqué ne cherche pas à établir les gages et les heures par des mesures législatives.

Nous sommes entièrement conscients du fait que si nous demandons des actes législatifs pour les heures du travail et les gages, et acceptons cette méthode d'heures réduites de travail avec augmentation de gages au moyen de législation, nous serions aussi dans l'obligation d'accepter augmentation d'heures avec diminution des gages par le même canal.

Nous ne croyons pas que ce soit une méthode pratique et propre de procédure et nous sommes positifs que les organisations de travail représentant les confraternités de chemins de fer n'ont pas invoqué le bill Adamson.

Nous comprenons qu'ils cherchèrent à établir la journée de huit heures et autres conditions s'y rapportant au moyen de leurs organisations, mais des intérêts politiques s'emparèrent du sujet avec l'intention d'en arriver à une solution qui eut pour résultat le passage du bill Adamson.

Nous croyons que les organisations de chemins de fer savent parfaitement bien qu'elles doivent dépendre sur leurs propres efforts pour maintenir leurs gages et heures au moyen de la force de leurs organisations, sans égard à l'acte législatif qui a été passé.

Il est peut-être possible que les confraternités de chemins de fer en viennent à la conclusion que le journée de huit heures assurée au moyen de législation par un congrès et un sénat démocratiques pourrait bien leur être enlevée par le même canal, si un autre parti gagnait le contrôle politique; conséquemment pour sauvegarder leurs intérêts, ils doivent se fier à un fondement plus stable qu'ils croient trouver dans leurs organisations.

Quoique quelques unes des confraternités

ne soient pas affiliées à la Fédération Américaine du travail, je crois que si vous vous adressez au président Samuel Gompers de la Fédération Américaine du travail, Federation Bldg., Washington, D. C., lui demandant de suggérer des orateurs pour le Club du Vingtième Siècle, il pourra le faire parce qu'il connaît bien les organisations de chemins de fer.

Espérant que ces renseignements pourront vous être utiles, je demeure.

Respectueusement,

(Signé)

JOHN F. TOBIN,
Président Général.

A ce qui précède nous désirons ajouter que quelques uns regardent l'attitude des unions s'opposant à l'établissement de gages par législation comme égoïste. C'est à dire, que la raison pour laquelle les unions s'opposent à l'établissement de gages par législation se trouve dans le fait qu'ils veulent forcer les travailleurs à entrer dans les unions comme le seul moyen d'obtenir des gages. C'est une fausse idée de l'attitude des unions. Nous nous opposons à ce que la loi établisse les gages surtout comme matière de principe. Nous ne voulons pas d'une loi qui nous force à vendre notre travail à un prix statué, pas plus qu'un propriétaire d'immeubles aimerait une loi qui lui ferait vendre ses terrains à un certain prix. Nous voulons avoir la liberté de disposer de notre puissance laborieuse et de la vendre comme nous l'entendons.

De plus, nous reconnaissons les dangers de permettre que des législateurs établissent les gages. S'ils les augmentent, ils peuvent les réduire, et ce n'est pas une question entre un parti politique et un autre, mais peut devenir une question de changement d'opinions et du personnel des membres d'aucun ou de tous les partis.

NOTRE DÉMONSTRATION DU JOUR DU TRAVAIL.

Cette Union a le droit d'être fière de la démonstration du Jour du Travail dans les différents villages et villes où nos unions ont pris part dans les parades.

Les membres de cette Union, en général, sortirent bien et en masse, d'une manière remarquable. Nous ne pouvons faire mention de toutes les localités, car les détails sont incomplets, et nous serions incapables de rendre justice à tous.

Nous pouvons, toutefois, faire mention spéciale de trois localités. Dans la parade du Jour du Travail de Boston nos membres étaient forts de mille et ont été reconnus comme faisant spécialité. Parmi l'Union 229 de Boston, nous avions 190 femmes membres, habillées de blanc, à pieds dans la parade et portant des ombrelles aux

couleurs rouge, blanche et bleue. Toute la presse de Boston fit des commentaires sur l'apparence de nos soeurs.

A Cincinnati, le nombre de nos membres en ligne dans la parade du Jour du Travail était de 1600, le nombre le plus considérable d'aucune union de métier. Les membres portaient uniformes et étaient accompagnés de trois corps de musique. On avait pourvu des automobiles pour les femmes membres. Un trait spécial de la parade de nos membres de Cincinnati se trouvait dans le fait que d'anciens membres de la Faction Unie (?) qui font maintenant partie de cette Union sortirent en bon nombre.

Une autre localité où nos membres firent une démonstration digne d'éloges fut St. Louis. Cette ville eut la plus nombreuse parade du Jour du Travail qu'elle a jamais vue. Nous détachons ce qui suit de notre rapport: "Nous avons toutes les raisons d'être fiers de la démonstration dans laquelle nos membres ont pris part. Nous avions à-peu-près 1600 hommes en ligne, portant pantalons noirs, chemises blanches, cravates noirs et chapeaux blancs. Je crois que ce groupe avait la meilleure apparence des quarante mille qui prirent part à la parade."

A St. Louis aussi un grand nombre d'anciens membres de la Faction Unie (?), maintenant de notre Union, se trouvaient dans la parade du Jour du Travail. Une coïncidence singulière donne 1600 à Cincinnati et St. Louis, mais nous publions les chiffres tels qu'ils nous ont été envoyés.

LE MILLÉNAIRE.

Par le titre ci-haut nous voulons parler du millénaire du travail, que quelqu'un découvre de temps à autre. La nouvelle découverte a été faite par Joe Coldwell. Nous citons ce qui suit de l'Enterprise de Brockton, en date du 26 août, 1916:

"Joe Coldwell, orateur socialiste, de cette ville, faisant la campagne dans le sud et le centre de l'état de New York dans les intérêts des candidats socialistes, pour l'état et le fédéral, écrit à ses amis d'ici concernant la réception flatteuse dont il est l'objet. Il porte des lettres de citoyens de Brockton pour des gens importants de plusieurs localités de sorte qu'il se trouve en mesure de connaître les situations locales.

"Il était à Binghamton, N. Y., cette semaine; il en profita pour visiter les établissements de chaussures Endicott-Johnson, à Endicott et Johnson City. Il écrit avec enthousiasme de l'activité qui existe là

pour le bien-être des employés. Il parle des bains publics gratuits, des places d'amusements bien équipées, de plans pour que les employés deviennent propriétaires de leurs foyers, de plans en vue pour l'établissement de la journée de huit heures, et surtout des nouvelles chambres à collation.

La liste des prix qui suit donne l'histoire.

Porc rôti et pommes de terre, 10 sous.

Boeuf salé et chou, 10 sous.

Céréales, 3 sous.

Thé, café ou lait, 3 sous.

Le dîner à quinze sous, le 22 août, se composait de porc rôti avec farce, sauce brune avec pommes de terre, mais ou tomates, pain et beurre, pâté et crème à la glace, café, thé ou lait. Le minimum de gages pour les femmes est de \$9 par semaine et \$10 pour les hommes. Le travail à la pièce n'est pas autant rémunéré qu'à Brockton, mais une comparaison de gages pour l'année démontre un avantage réel pour les travailleurs d'Endicott-Johnson parce que, dit-il, ils ont du travail constamment.

"Coldwell parla à Syracuse, Middletown et Newburgh à part plusieurs autres localités de moindre importance."

De ce qui précède l'on serait porté à croire que le millénaire si souvent découvert se trouve actuellement à Binghamton et Endicott, New York. Les ouvriers en chaussures de Brockton reçoivent aussi le précieux renseignement que le moyen d'avoir de l'ouvrage toute l'année est de travailler à bon marché, tel que le dit la note suivante: "Le travail à la pièce n'est pas autant rémunéré qu'à Brockton, mais une comparaison de gages pour l'année démontre un avantage réel pour les travailleurs d'Endicott-Johnson parce qu'ils ont du travail constamment."

Il y a longtemps que l'on sait que les manufactures du pays, bien équipées, peuvent, en quatre à six mois, faire toutes les chaussures nécessaires pour un an, en supposant que toutes les manufactures opèrent sans perte de temps.

Si ces renseignements sont exacts, il doit s'en suivre que si la moitié des manufactures de chaussures est en opération constante durant l'année, l'autre moitié doit chômer pendant le même temps. Ce même raisonnement doit s'appliquer aux ouvriers en chaussures, et si la moitié de ces travailleurs sont à l'ouvrage durant l'année entière parce qu'ils le font à bon marché, les autres sont nécessairement à rien faire pendant ce même temps.

Il est étonnant, pour dire le moins, d'entendre un orateur socialiste, de tous les hom-

mes, vanter les beautés, voir les travailleurs à gages se faire compétition pour obtenir de l'ouvrage durant l'année entière.

Si les ouvriers en chaussures de Brockton consentaient à travailler à assez bon marché, les manufacturiers de cette ville pourraient facilement leur donner du porc rôti avec pommes de terre pour dix sous et du boeuf salé avec chou pour le même prix, ou un dîner de quinze sous se composant de porc rôti avec sauce brune, pommes de terre, légumes, pain et beurre, pâté et crème glacée, café, thé ou lait.

L'embarras de ce plan se trouve dans ce que les ouvriers en chaussures de Brockton ne désirent pas échanger de gages avec les employés de la compagnie Endicott-Johnson afin d'avoir les avantages qu'ils reçoivent de cette compagnie. Là où les ouvriers en chaussures sont syndiqués ils préfèrent généralement prendre leurs repas où le cœur leur en dit. Ils préfèrent solder leurs propres comptes et dépenser leur propre argent, et ne tiennent pas à être gouvernés par une sorte de tutelle de la part du patron.

Nous n'attaquons pas l'Enterprise pour avoir publié ces détails. Nous ne disons rien de ce que Coldwell ait donné au public ce qu'il a vu, mais tout cela semble si inconsistant avec les idées socialistes.

Nous ne trouvons rien à redire sur la compagnie Endicott-Johnson. C'est très-gentil de leur part de faire toutes ces belles choses pour des employés qui semblent incapables de faire quelque chose pour eux-mêmes. Si le patron permettait à son employé de faire toutes sortes de gentilles petites choses pour lui, l'employé finirait probablement par vouloir diriger toutes les affaires du patron. Ceci s'applique aussi à l'autre parti. Si l'ouvrier en chaussures croit qu'il n'a rien à dire en ce qui se rapporte à ses propres conditions, il doit s'attendre à ce que le patron le fasse pour lui.

C'est apparemment ce qui arrive aux manufactures Endicott-Johnson; mais ce n'est pas tout-à-fait le millénaire, si les choses sont considérées au point de vue des travailleurs sur gages, ou au point de vue de l'unionisme de métier.

PETITES NOTES.

Le travail syndiqué s'est dignement montré le Jour du Travail.

Les unions locales de l'Union des "Boot and Shoe Workers" d'un grand nombre de localités ont droit d'être fières. Ils créèrent

une impression remarquable dans les parades.

Il faisait don de voir les 190 femmes, membres de la Locale 229 de Boston, marcher l'entière distance. Nous nous enorgueillissions des commentaires favorables inspirés par leur présence. Nous sommes encore plus fiers du fait qu'elles se sont intéressées assez à leur Union pour sortir et marcher.

Il est bon de savoir qu'à Cincinnati, les ouvriers en chaussures qui étaient autrefois membres de la Faction Unie (?) au temps de la grève des "Goodyear operators," et qui font maintenant partie de cette Union, ne craignent pas de se montrer dans la parade du Jour du Travail. Les ouvriers en chaussures sont parfois lents à s'unir, mais ils le font graduellement, et ceux qui ont fait fausse route et qui se retrouvent dans le droit chemin ne sont pas pressés de suivre de faux chefs à l'avenir.

Quand le Cachet de l'Union fut introduit dans les manufactures Hamilton-Brown à St. Louis, le triumvirat de menteurs, Erlando, Walsh et Dean, prédirent que cela ne durerait pas un an. Ils représentèrent que les ouvriers en chaussures de St. Louis avaient si peu d'énergie qu'ils se laissèrent entrer dans l'Union des "Boot and Shoe Workers" contre leur volonté et qu'ils n'y demeureraient pas. Cependant, 1600 de ces ouvriers sortirent le Jour du Travail. Il sera donc dans l'ordre des choses pour le club des menteurs de dire que ces 1600 hommes ont été forcés de marcher. Naturellement, ils ne seraient pas aptes d'expliquer qui les auraient forcés ou comment la chose est arrivée, pas plus que leur intelligence obtuse pourrait leur faire voir que ces hommes ont agi librement.

Il est à peu près temps que le Club des menteurs abandonne sa chartre, faute de quorum. Dean paraît avoir disparu; on ne sait pas où il est, la théorie est qu'il fut pris ayant plus que sa part. Erlando va se retirer sur une ferme. Nous proposerions qu'il se mette dans le commerce du lait; le succès qu'il a eu à tirer le lait d'une petite faction nous porte à faire la proposition. Walsh est sur son déclin. Il n'est pas aussi vigoureux qu'autrefois. Il ne veut pas qu'une convention nationale change les choses la moitié autant qu'il le voulait avant son élection.

Ce que la loi accorde, d'autres lois peuvent l'ôter, et si le travailleur à gages viole la loi il est emprisonné ou puni. Ce que

l'Union des métiers s'assure au moyen des efforts combinés des travailleurs à gages, ces travailleurs peuvent le garder sans égards pour la loi ou aucun tribunal. Ceci est de l'avancement au moyen de la liberté, tandis que les améliorations législatives peuvent se renverser et tourner en tyrannie. Nous devons dépendre sur nos unions pour gagner et retenir les avantages que nous désirons nous assurer et garder.

Dans notre numéro de juillet nous parlions de plusieurs plans adoptés par différentes compagnies de chaussures pour se garder des unions, et nous leur demandions d'essayer notre plan. Nous admettions que ces gens pouvaient opérer leurs manufactures à meilleur marché comme non-unionistes, pourvu que ce fut sans friction; mais nous croyions que les dépenses occasionnées par de fréquents troubles laborieux étaient beaucoup en excès de celles d'un traitement rationnel du problème du travail d'après notre contrat d'arbitrage. Nous le croyons encore, et la grève chez la compagnie de chaussures Walton de Chelsea prouve notre point. Il est malheureux que le peuple ne comprenne pas ces choses qui sont certaines d'arriver tôt ou tard, et plus ou moins fréquemment.

L'ouvrier en chaussures qui dépend du patron pour prendre soin de lui et lui donner des repas à bon marché, des places d'amusements, des lits à l'hôpital, des plans pour acheter une maison, et toutes ces sortes de choses, doit s'attendre à en payer la façon par la différence de l'enveloppe qui renferme ses gages. L'unionisme de métier dit que le travailleur recevra des gages le rendant capable de s'assurer toutes ces choses lui-même. Nous préférons avoir \$18 et les dépenser comme nous l'entendons que de voir le patron nous passer \$12, nous donnant une fraction des autres six dollars investis dans quelque plan bienfaisant dans lequel nous n'avons rien à y voir.

Le mouvement laborieux est forcé de faire face à un lot de fausses représentations. C'est ce que le mouvement a fait, ce qui veut dire que les fausses représentations ne l'ont pas fait disparaître; ce fait est l'évidence même. Le mouvement est plus robuste et agressif aujourd'hui qu'il n'était auparavant. Que les critiques continuent leur ouvrage; il est bien compris qu'ils ne font dommage qu'à ceux qui les écoutent, et à quelques naïfs spectateurs qui, dans les localités qui ne se défient de rien donnent asile à ces calomnieux et à ces destructeurs, ne réalisant pas leur vrai caractère.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.

B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio

JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
19	Hugh Hoey,	Framingham, Mass.
25	John Egli,	St. Louis, Mo.
25	Gus Kremer,	St. Louis, Mo.
35	Charles W. Connell,	Brockton, Mass.
36	George Ede,	Brockton, Mass.
37	Oren H. Crossman,	Brockton, Mass.
37	George W. Wills,	Brockton, Mass.
46	Clarence J. Morey,	Rochester, N. Y.
100	Axel Berg,	Brockton, Mass.
111	Thomas Worsencroft,	Brockton, Mass.
129	Carrie F. Philbrick,	Whitman, Mass.
174	Roman Zaul,	Salem, Mass.
191	E. J. Costello,	Haverhill, Mass.
256	Naun John,	Brockton, Mass.
297	Edward Tatro,	North Adams, Mass.
338	Fred Knepper,	St. Louis, Mo.
469	Mary F. Kimball,	Augusta, Me.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application of the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO OCT. 1, 1916.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY
No.

- | | |
|--|---|
| *1 E. T. Wright & Co., Rockland, Mass. | 43 J. D. Murphy Shoe Co., Natick, Mass. |
| 3 North Adams Shoe Co., North Adams, Mass. | *44 E. G. & E. Wallace Shoe Co., Rochester, N. H. |
| *4 Hamilton-Brown Shoe Co., St. Louis, Mo. | *45 W. L. Douglas Shoe Co., Brockton, Mass. |
| *5 A. J. Bates Co., Webster, Mass. | 49 Wisconsin Shoe Co., Cedarburg, Wis. |
| *6 M. N. Arnold Co., No. Abington, Mass. | *50 Emerson Shoe Co., Rockland, Mass. |
| *7 Weber Bros.' Shoe Co., North Adams, Mass. | *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. |
| 8 New Bedford Shoe Co., New Bedford, Mass. | *52 Nashua Shoe Co., Nashua, N. H. |
| *9 T. D. Barry & Co., Brockton, Mass. | 54 Bay Shoe Co., Boston, Mass. |
| *10 Columbia Shoe Co., Sheboygan, Wis. | *57 Richards & Brennan Co., Randolph, Mass. |
| 11 Rochester Shoe Co., Rochester, N. H. | 58 Wayland Shoe Co., Montreal, Que. |
| | 59 St. Paul Shoe Co., Brockton, Mass. |

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

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| 12 Arnold Shoe Co., No. Abington, Mass. | *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal. |
| *14 Williams-Kneeland Co., So. Braintree, Mass. | *61 Ralston Health Shoe Makers, Brockton, Mass. |
| 16 Plymouth Shoe Co., Middleboro, Mass. | *62 Lewis A. Crosset, Inc., No. Abington, Mass. |
| *18 Thompson Bros., Brockton, Mass. | 63 Kirsch Ideal Shoe Co., New York, N. Y. |
| 19 Mechanics Shoe Co., St. Louis, Mo. | *64 Huckins & Temple Co., Milford, Mass. |
| *20 Commonwealth Shoe & Leather Co., Whitman, Mass. | 66 Molders Shoe Co., Detroit, Mich. |
| *21 C. H. Alden Co., Abington, Mass. | 67 Knox Shoe Co., Milford, Mass. |
| *22 J. H. Winchell & Co., Inc., Haverhill, Mass. | 69 Adams Shoe Co., Toronto, Ont., Can. |
| *23 Whitcomb Shoe Co., Haverhill, Mass. | *71 Doherty Bros. Shoe Co., Avon, Mass. |
| *24 Claypool Shoe Co., Indianapolis, Ind. | *72 Fred F. Field Co., Brockton, Mass. |
| *25 Reynolds, Drake & Gabell Co., North Easton, Mass. | *75 L. Q. White Shoe Co., Bridgewater, Mass. |
| *26 Scott-Chamberlain, Ltd., London, Ont. | 78 Keiffer Bros., Haverhill, Mass. |
| 27 Norfolk Shoe Co., Randolph, Mass. | *79 Luke W. Reynolds Co., Brockton, Mass. |
| *28 W. & V. O. Kimball, Haverhill, Mass. | 80 Marvel Shoe Co., Haverhill, Mass. |
| *29 Wall, Streeter & Doyle, North Adams, Mass. | *81 C. W. Johnson, Natick, Mass. |
| 30 San Francisco Shoe Co., San Francisco. | 82 L. F. Stevens, Haverhill, Mass. |
| 31 Formost & Selecto Co., Brockton, Mass. | 83 Framingham Shoe Co., So. Framingham, Mass. |
| *32 A. E. Little & Co., Brockton, Mass. | *84 Fred F. Field Co., Factory "B," Brockton, Mass. |
| *33 Lange-Janke, Milwaukee, Wis. | *85 A. A. Williams Shoe Co., Holliston, Mass. |
| 34 Porter Shoe Co., Philadelphia, Pa. | 86 Winchester Shoe Co., Buffalo, N. Y. |
| *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa. | *88 The John McPherson Co., Ltd., Hamilton, Ont. |
| *36 George A. Slater, Montreal, Can. | 89 Reynolds Shoe Co., Brockton, Mass. |
| *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty. | 90 Kingsboro Shoe Co., Brockton, Mass. |
| 38 Bay Path Shoe Co., Brookfield, Mass. | 91 Chicago Shoe Co., Chicago, Ill. |
| 40 The Saxon Shoe Co., Boston, Mass. | *92 H. Ruppel, Brooklyn, N. Y. |
| *41 Murray Shoe Co., London, Ont., Can. | 94 Burt & Packard Co., Brockton, Mass. |
| *42 Churchill & Alden Co., Brockton Mass. | |

- 95 W. P. Whitman Shoe Co., Brockton.
 *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
 98, Walnut Shoe Co., Cincinnati, Ohio.
 *99 Marston & Tapley Co., Danvers, Mass.
 100 Stewart-Dawes Shoe Co., Los Angeles.
 *101 Regal Shoe Co., Milford, Mass.
 102 Granger Shoe Co., Haverhill, Mass.
 104 Treadwell Shoe Co., Natick, Mass.
 *105 John Meler Shoe Co., St. Louis, Mo.
 106 Stirling Shoe Co., Providence, R. I.
 109 Moderna Shoe Co., Dallas, Texas.
 *111 Levie Shoe Co., Chicago, Ill.
 *112 Beals & Torrey Shoe Co., Milwaukee.
 *114 Ames Holden McCready, Ltd., Montreal, Que.
 *115 Belleville Shoe Co., Belleville, Ill.
 *116 Brennan Boot and Shoe Co., Natick, Mass.
 117 Pacific Shoe Co., San Francisco, Cal.
 *118 Alden, Walker & Wilde, East Weymouth, Mass.
 119 Rellance Shoe Co., Brockton, Mass.
 121 John Grant Shoe Co., Webster, Mass.
 127 Julian Shoe Co., St. Louis, Mo.
 128 Banner Shoe Co., Montreal, Que.
 *191 Royal Shoe Co., Randolph, Mass.
 193 H. O. W. Co., Chicago, Ill.
 194 Ackerman Shoe Co., Boston, Mass.
 195 Monroe Shoe Co., Rochester, N. Y.
 196 Summit Shoe Co., Brockton, Mass.
 197 The A.B.C. Shoe Co., New York City.
 198 The Locust Shoe Co., Haverhill, Mass.
 199 The James Shoe Co., Haverhill, Mass.
 200 Opel Shoe Co., St. Louis, Mo.
 201 American Shoe Co., Boston, Mass.
 202 International Shoe Co., Montreal, Que.
 203 Standard Shoe Co., Brockton, Mass.
 204 F. C. Richmond Co., Brockton, Mass.
 205 I. T. Specialty Co., No. Stoughton, Mass.
 *206 C. S. Marston, Jr., Haverhill, Mass.
 *207 Gagnon Shoe Co., Webster, Wis.
 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
 *210 J. & T. Bell, Montreal, Que.
 *212 Kelly-Evans Co., Brockton, Mass.
 217 Apex Shoe Co., Montreal, Que.
 219 Domestic Shoe Co., Boston, Mass.
 *220 Nolan-Earl Shoe Co., Petaluma, Cal.
 221 Granite Rock Shoe Co., Buffalo, N. Y.
 223 Richmond Shoe Co., Boston, Mass.
 225 Lewis Shoe Co., Boston, Mass.

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- 129 The Scottsmith Co., Brockton, Mass.
 130 Fiske Shoe Co., Holbrook, Mass.
 134 Vermont Shoe Co., Brattleboro, Vt.
 135 James Shoe Co., Dover, N. H.
 138 Wauban Shoe Co., Haverhill, Mass.
 140 Pembroke Shoe Co., Boston, Mass.
 *141 Keith & Pratt, No. Middleboro, Mass.
 144 Weybosset Shoe Co., Providence, R. I.
 145 Bicycle Shoe Co., Brockton, Mass.
 *146 Rice & Hutchins, Inc., Rockland, Mass.
 147 Bradford Mfg. Co., Haverhill, Mass.
 *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
 149 Granite Shoe Co., Holliston, Mass.
 150 Brockton Shoe Co., Brockton, Mass.
 151 King Welt Shoe Co., New York, N. Y.
 *154 Palma Shoe Co., Waupun, Wis.
 155 Asa Herbert Shoe Co., Boston, Mass.
 *158 Condon Bros. & Co., Brockton, Mass.
 *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
 160 Cygolf Shoe Co., Brockton, Mass.
 161 Warick Shoe Co., Natick, Mass.
 162 Spencer Shoe Co., Boston, Mass.
 *163 John G. Neubauer, San Francisco, Cal.
 164 Warsaw Shoe Co., Boston, Mass.
 *167 Sheldon Bros. Shoe Co., Natick, Mass.
 168 Levy & Simon, Brooklyn, N. Y.
 *172 C. S. Marshall & Co., Brockton, Mass.
 176 Alpha Shoe Co., Brockton, Mass.
 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
 187 Central Shoe Co., Milford, Mass.
 226 N. K. Junior Shoe Co., Jackson, Miss.
 227 Henrietta Shoe Co., Columbus, Ohio.
 229 Peerless Shoe Co., Boston, Mass.
 230 Bob Smart Shoe Co., San Antonio, Tex.
 231 Consolidated Shoe Co., East Weymouth, Mass.
 233 Wauchusett Shoe Co., Natick, Mass.
 234 Washington Shoe Co., Haverhill, Mass.
 235 Chancellor Shoe Co., Richmond, Va.
 236 Berkshire Shoe Co., Pittsfield, Mass.
 238 Globe Shoe Co., Syracuse, N. Y.
 239 Garfield Shoe Co., Chicago, Ill.
 240 Trueluck Shoe Co., St. Louis, Mo.
 241 Dexter Shoe Co., Minneapolis, Minn.
 *243 Eagle Shoe Co., Montreal, Que.
 *244 Nesmith Shoe Co., Brockton, Mass.
 245 Adams Shoe Co., Indianapolis, Ind.
 248 The Southern Shoe Co., Richmond, Va.
 251 Twentieth Century Shoe Co., Webster.
 254 Alliance Shoe Co., New York, N. Y.
 255 Perfecto Shoe Co., New York, N. Y.
 *256 H. H. Brown & Co., North Brookfield, Mass.
 257 Harry C. Brown, Boston, Mass.
 258 Quabaug Shoe Co., North Brookfield, Mass.
 259 K. B. Shoe Co., Chicago, Ill.
 260 Globe Shoe Co., Portland, Ore.
 263 Raymond, Jones & Co., Boston, Mass.
 264 Crimson Shoe Co., Brockton, Mass.
 *265 F. M. Hoyt Shoe Co., Manchester, N. H.
 266 Adams Shoe Co., Haverhill, Mass.
 269 Orange Shoe Co., Haverhill, Mass.
 270 Mound City Shoe Co., St. Louis, Mo.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.

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- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

- | | |
|--|--|
| <ul style="list-style-type: none"> *4 Hamilton-Brown Shoe Co., St. Louis. *10 Columbia Shoe Co., Sheboygan, Wis. *15 Victor Shoe Co., Salem, Mass. *21 C. H. Alden Co., No. Abington, Mass. *32 A. E. Little & Co., Brockton, Mass. *36 Geo. A. Slater, Montreal, Can. *45 W. L. Douglas Shoe Co., Brockton, Mass. *46 Johansen Bros. Shoe Co., St. Louis, Mo. *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. 55 Donovan-Giles Co., Lynn, Mass. 58 Ira J. Webster Co., Haverhill, Mass. *65 D. Armstrong & Co., Inc., Rochester. *68 Thompson & Crocker Shoe Co., Boston. *76 Cass & Daley Shoe Co., Salem, Mass. *83 Framingham Shoe Co., Framingham, Mass. 87 J. J. Grover's Sons, Stoneham, Mass. *103 V. A. Strout Shoe Co., Boston, Mass. *114 Ames-Holden, Ltd., Montreal, Can. | <ul style="list-style-type: none"> *188 Wichert & Gardner, Brooklyn, N. Y. 190 Arista Shoe Co., Lynn, Mass. 193 H. O. W. Co., Chicago, Ill. 195 Monroe Shoe Co., Rochester, N. Y. 197 The A. B. C. Shoe Co., Rochester, N. Y. 209 Flower City Shoe Co., Rochester, N. Y. *210 J. & T. Bell, Montreal, Que. 238 Globe Shoe Co., Syracuse, N. Y. 239 Garfield Shoe Co., Chicago, Ill. 248 The Pickett Shoe Co., Boston, Mass. *285 Leonard & Barrows, Belfast, Me. *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass. *344 Rideau Shoe Co., Ltd., Massillonville, Que. *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada. *350 Slater Shoe Co., Montreal, Que. 383 Braintree Shoe Co., Boston, Mass. |
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Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *160 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Elsenberg & Kaplinsky, 161 Ridge St. New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

**INSIST UPON HAVING THIS
STAMP ON YOUR WORK**
Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES	Page
THE AMERICAN LABOR MOVEMENT	1
THE ONLY PREPAREDNESS WORTH WHILE	4
JUDGES AND LABOR	6
POVERTY AND DISEASE	10

EDITORIALS	
TRADES AND LABOR CONGRESS OF CANADA	12
THE CHELSEA SETTLEMENT	13
THE REPUDIATORS	15
THE UNITED (?) REFERENDUM ELEC- TION	15
NEW ADVOCATES OF COMPULSORY ARBITRATION	16
BRIEFS	17
FRENCH DEPARTMENT	19

AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

THE AMERICAN LABOR MOVEMENT

The American Federation of Labor was formed in 1881 in Pittsburg. The Federation covers practically the whole field of industry. There are no limitations as to membership. The only requirement is that the organization desiring affiliation shall be composed of wage-earners.

The American Federation of Labor, as its name implies, is a federation, and not, as is often mistakenly called, an organization. It is a federation of organizations, each of which has its own government, determined by its own needs and requirements, the result of the experience of the members of the organization. This right to self-government was recognized in the beginning and has been reaffirmed and adhered to as consistently as possible. The federation has no powers except those which are authorized and conceded by the organizations which compose it.

There are affiliated to the American Federation of Labor 110 national and international unions, 42 state federations of labor, 623 directly affiliated local trade and federal labor unions whose chartered existence will continue until there are sufficient numbers belonging to each trade or calling to form a national trade organization. There are industrially five departments for the more effective co-operation of allied trades.

All the actual power outside of the moral power that the American Federation of Labor possesses is the power of expulsion from membership in the federation. Expulsion can occur only upon a roll-call vote at a convention in which two-thirds of the votes are cast for revocation of charter or expulsion of the organization. The moral force of the American Federation of Labor is the most effective influence or power it has in dealing with allied organizations.

The experiences of the men in our movement has shown one fact standing out in bold relief: that every movement of workmen which had a system of government by which power, force, or compulsion was exercised aroused resentment, repudiation, and dissolution, while on the contrary by exerting moral force upon the doings of men and women has always exercised a beneficent influence. In other words, workmen are just human beings. When men and women are told they must do something at the peril of their organized existence or their personal existence there is always aroused in them a spirit to say, "I shall try to do the very opposite to that which you have commanded me to do." If the better judgment and the better feeling of men are appealed to they are more ready to do and willing to do the best that they can.

Recognizing the fact that associated effort is of greater influence and power to secure a given object than is individual effort the first purpose toward which the American Federation of Labor directs its efforts is the encouragement of trade and labor unions and the closer federation of such unions. These efforts are concerned with local, state, national and international bodies, the establishment of departments and central bodies in order that the organizations may aid and assist each other in industrial struggles. They aim at the protection of the rights and the interests of the members and of all working people, the promotion and the advancement of their economic, political and social rights. They aim to make life better worth living in our day, so that the workers may be in a better position to meet any problem that may confront future generations. In a word, the

organizations leave no effort untried by which the working people may find betterment in any field of human activity.

The American Federation of Labor declared that concerted effort should be made by the working people of the United States to secure the eight-hour workday. May 1, 1886, the federation offered its services to be helpful to the organizations in the establishment of the eight-hour workday by conferences between workmen and employers, by correspondence, by publication, agitation and education. Upon the recommendation of the American Federation of Labor, two piece-work trades enforced the eight-hour workday May 1, 1886, and have maintained it from that day until this. As a result of the declaration impetus was given to the movement to reduce the hours of labor in many trades and callings from 18 and 16-hour days to 10 and 9.

The federation favors securing more effective inspection of work-shops, factories and mines, and has worked for the accomplishment of that purpose.

The federation does not favor the employment of children under 16 years of age and has endeavored to forbid such employment.

It favors forbidding interstate transportation of the products of convict labor and the products of all uninspected factories and mines.

The American Federation of Labor favors direct employment of workers by the United States government, state governments, and municipal governments without intervention of contractors, and has accomplished this to a large degree.

The American Federation of Labor is not in favor of fixing, by legal enactment, certain minimum wages. The attempts of the government to establish wages at which workmen may work, according to the teachings of history, will result in a long era of industrial slavery. There was a time in English history when the government and the courts in quarter session established wages. During periods when there was a dearth of workmen and employers offered higher wages, both the workmen and employers were brought into court and punished by imprisonment and physical mutilation because the one asked, received or demanded, and the other was willing to offer, or did pay, higher wages.

The American Federation of Labor is in favor of fixing the maximum number of hours of work for children, minors and women. It does not favor a legal limita-

tion of the workday for adult men workers. The unions have very largely established the shorter workday by their own initiative, power and influence; they have done it for themselves.

The American Federation of Labor favors a system of non-contributing old-age pensions for workers who have reached a certain age to be established by legal enactment and maintained by governmental machinery. The federation favors a general system of state insurance against sickness, disability and accidents. It has not endorsed state insurance of unemployment. In regard to the problem of unemployment the federation proposes to shorten the workday of the employes, that they may share with the unemployed the work that is to be performed, and thereby tend constantly toward the elimination of unemployment. The American workman refuses to regard unemployment as a permanent evil attending the industrial and economic forces of our country.

The federation is in favor of absolute freedom of press, speech and assemblage. In addition to this, the American Federation of Labor looks askance upon any effort to curb the inherent as well as constitutional rights of free press, free speech, and free assemblage. It holds that though these rights may be perverted, may be improperly exercised, exercised for unlawful purposes, yet these rights must not be interfered with in advance. The right of assemblage, the right of free expression by speech or through the press, must be untrammelled if we are to maintain a republican form of government. If anybody utters that which is libelous, seditious, or treasonable, he may be and must be made to answer for those transgressions, but the right to free expression of opinion must be unimpaired.

The American Federation of Labor favors unrestricted and equal suffrage for men and women, and has done much to advance that cause. It favors the initiative, referendum and recall. It favors the election of the president and the vice-president of the United States by direct vote of the people without intervention of an electoral college. It favors restriction of the powers of judges to nullify laws and to set them aside as unconstitutional. It favors the enactment of further measures for general education and particularly for vocational education in useful pursuits.

In the initial stages of the altered relations between workers and employers improvements are forced upon employers by

collective bargains, strikes and boycotts. Later there is a realization upon the part of the employers that it is more costly to enter into long strikes and lockouts than to concede conditions without interrupting the industry. As the vision and the understanding of the employer change, his attitude toward his workmen and the relation between employer and workers also change, so that the sentiments and views of employers are often in entire accord with those of the organizations of working people.

However, the gains made by the organized labor movement in this country have generally been wrung from the employing classes. What workingmen of America have obtained in improved conditions, higher wages, shorter hours of labor, was not handed to them on a silver platter. They have had to organize, they have had to show their teeth, they have had to strike, they have had to go hungry, and to make sacrifices in order to impress upon the employers their determination to be larger sharers in the products of labor.

The labor representatives most useful to the organization and to the movement must devote their time and their thought to the interests of the labor organization and to the working people. It is the duty of the men usually designated as labor leaders to carry the work, preach the doctrine, to carry the message, the gospel of labor, of justice to labor, to any place on earth, to every people on earth, to defend that doctrine, to promote better understanding among any and all. It is the duty of every labor leader to make his cause best known wherever any opportunity may be afforded.

The American Federation of Labor endorses as basic these economic principles: That no trade or calling can long maintain wages, hours and conditions above the common level; that to maintain high wages all trades and callings must be organized; that lack of organization among the unskilled vitally affects the skilled, whether organized or unorganized; that generally organization of skilled and unskilled workers can be accomplished only by united action—federation; that the history of the labor movement demonstrates the necessity for the union of individuals and that logic implies a union of unions—federation.

The trade union movement fosters education and uproots ignorance; shortens hours and lengthens life; raises wages and lowers usury; increases independence and decreases dependence; develops manhood and balks tyranny; discourages selfishness

and establishes fraternity; induces liberality and reduces prejudice; creates rights and abolishes wrongs; lightens toil and brightens man; makes the workers' workshop safe and brighter; cheers the home and fireside and makes the world better.—Samuel Gompers.

THE CRANK.

The things ranked worst in the war will be ranked best after the war. The writers who say the say of the war will die with the war. The writers who say the say of the peace after the war will only commence to live after the war's over. The last will be first. The first will be last. The great current reputations will be sponged out. The men who played the game will disappear with the game. Some utterances that to the contemporary reader are the final statement of the war will be rated as the fool talk of the blind or the crooked. It's no more fashionable today to be unfashionable than it ever was. So that the people who look the war in the face for what it is are little likely to be welcome across the threshold of the mighty. Ponsonby appears to be a member of parliament. But he assumes no provincial point of view. He in fact is decidedly international in spirit. His crank is a young man who simply tries to look all around the war. Any man is called a crank who in a time of popular passion insists upon the truth. Ponsonby's not swept off his feet by any recoil of the human tide. He sees clearly across the boundaries of states to the general causes responsible for what has happened. His crank is simply the man who stands at the center and commands the entire horizon. In England he's called pro-German because he's pro-sense. If he was in Germany he'd be called pro-English for the same reason. Ponsonby wants democratic control. He wants the people to insist upon themselves. So that diplomats, governments, foreign ministers, premiers, presidents, anyone, can't commit a nation to the brutal and inexcusable folly of war. Present conditions are insufferably outrageous. A few men in any nation do just as they please. And then all the rest do as the few please whether they are pleased to do so or not. Peoples don't want war. They accept it. They may take it up with some sort of ardor after it's once under way. But they don't propose war. The time has come for no war unless the people suggest war.—Horace Traubel.

THE ONLY PREPAREDNESS WORTH WHILE

The embattled farmers at Concord and at Lexington fired the shots heard 'round the world because they were defending a land that was theirs. Men must have a stake in their country to love it, and fight for it and work for it, as they love and fight and work for their homes.

You will find the name of William Whipple of New Hampshire among the signers of the Declaration of Independence. Aside from signing the Declaration there is one other glorious incident in the career of William Whipple. When the American Revolution was on, William Whipple put a gun in the hands of a slave and told him to fight for his country. The man replied, "But, Mr. Whipple, I am a slave," and William Whipple, believer in freedom and liberty as he was, freed his bondsman and made him a free man with himself, an embattled farmer defending his country patriotically because it was his country, because he was free and because he had something worth defending and fighting for.

Preparedness for war is only a symbol of that infinitely greater thing, preparedness for peace built on justice and social welfare. The great foe of industrial justice and social welfare is monopoly,—monopoly of land monopoly of natural resources, monopoly of the power to control other men's lives. The great evil in the monopoly of land is shown in the sinister increase of tenant farmers and landless men in the cities, who would be farmers if they could. The monopoly of natural resources other than of land is shown in the brutally low wages paid to those who dig coal in the bottom of the mine for the enrichment of those who take the profit at the top of the mine. It is shown in the concentration of farming lands, of mineral lands, of oil lands and of water power in the hands of giant corporations, in the hands of an exploiting class of speculators, bankers and concession grabbers.

The investigation of the United States Commission on Industrial Relations proved and the report so stated, that a chief source of unemployment is "the denial of access to land and natural resources, even when they are unused and unproductive, except at a

price and under conditions which are practically prohibitive."

Every man who is denied access to land that is his own, and that means every tenant farmer, is an actual or possible competitor for the job of every mechanic, of every clerical man; he swells the numbers of those who have given the exploiters of labor the tremendous advantage of having at their gates and at their docks two men for every job. Throughout the United States there is scarcely more than one-half of the largely cultivable land that is cultivated, yet nearly all of it is held in great and growing estates. Even in such states as Missouri twenty million acres of the total of forty-five million acres is held out of use, held for advance in price and without giving any man who wants to work it a chance to work it.

It is only a little over a quarter of a century ago that the state of Oklahoma was opened to settlement, yet in that new state of virgin resources, with almost limitless possibilities of food and wealth production, the evils of our modern system of monopoly and poverty have brought this condition, that 58 per cent of all the farms in that state are worked by tenant farmers, men who have no stake in the land, men who if guns were placed in their hands would be "embattled" "to protect somebody else's altars and fires"—would fight, in short, as they now must work, for the benefit of others who exploit them and master them. In that state of Oklahoma, where still there are Indians almost in excess of any other numbers of the population, men who recall the primitive, communal conditions of all the land—in that state there are now many, many thousands of white men and women and children eager to work, yet having less stake in the country, less chance to get a decent living for themselves from that rich and bounteous land than the red Indians had who had no benefits and implements of civilization.

This land will not be prepared, will not be founded on the solid national rock of prosperity and patriotism, until every man who is willing and capable can have two alternatives: First, the alternative of work-

ing at a job or working on the land, and second, the alternative of loafing or working on the land. If a policeman should find a man habitually loafing on a bench in Washington square, say, and this man might go out and work twenty acres of land, then a police system which would put that man under some restriction for vagrancy might be a good system, it might,—but I am not sure that the right to loaf, if one finds his happiness in loafing, is not an inalienable right; but I say a system that put a man in jail as a vagrant and a loafer when he can't get to the land to work, and when he can't get a job, is an outrage on any conception of fair and sane social order.

A good deal is being said now about enforcement of vagrancy laws. The first thing to be done is to define "vagrant" and "vagrabond." Under present definitions I am as much a vagrant and a vagabond as anybody. I won't work eight hours a day—I think it is too long. I won't work at all, except at a price which I shall fix privately with my client. I want days off of my own election. I am cunning enough to do these things and not be arrested, but these things I do are vagrancy when done by men less cunning than I.

As to natural resources other than the resource of tillable land, it is absolutely wrong that the coal deposits of this country should be in the hands of private owners whose desire for profits induces them not only to hold and beat down wages of the workers to starvation limits, but induces them to resort to brutal intimidation, to corruption of government and governmental officials, and to the meanest thievery, bribery and graft to add to their profits. This is a matter of serious consequences to this generation and future generations, that the natural wealth of the country, the fuel of the country or which all industry depends, should be controlled not for the public welfare, but for all that is antagonistic to the public welfare.

Those who now own the coal deposits and the oil deposits develop only so much of that natural wealth as will enable them by a scarcity of supply, to keep up the price and to keep other men from taking this God-given wealth for the God-created needs of man. These same people and their monopolistic allies are now reaching for the water power and claiming all these bounties of nature, as the late President Baer of the Reading Railway claimed the anthracite wealth of Pennsylvania "as the viceregents of God."

The governmental expenses of the United States, national, state and local, are in

round numbers three billions of dollars a year. Only just about one-quarter of this is now collected through land value taxes and taxes on incomes and inheritances. The rest is all taken from the poor, or laid with the still greater burdens of interest and profits, upon the over-burdened back of the workers. Yet it is estimated by the best economists that every year at least six billions of property income are taken out of the fruits of labor in the United States. In every year one-half of all that property income would pay all the expenses of government, national, state and local.

Even if monopoly were benevolent, it would be intolerable in a free land and would be obstructive of all real preparedness. But it is never benevolent, it is never capable, it is always stupid, it is always wasteful. It has no vision. Monopoly is the same "yesterday, today and forever." It never invented a new process in business or enterprise. It never had any other idea than the stupid idea of taking wealth for the few and powerful out of the wages of the many and powerless. It loves particularly to rob little children and anxious mothers.

Did you ever see big business combine to lessen or keep down telegraph tolls or railroad rates or anything except wages? The miners' unions have forced a raise of \$30,000,000 in wages in three years in this country. Where would that sum have gone, were it not for the powerful unions? We never will have justice in this country until all laborers have the right and power to say what they will work for—just as the miners have done in a limited way.

This country will be really prepared when its land for production, when its industries for manufacture, when its highways for transportation and its natural deposits of natural resources are worked or controlled or are of access to all the men and women of the nation. That real preparedness can be brought into realization only through the action of free men and women working together and acting together, in a citizenship which is intelligent and well informed by a press that is controlled not by private persons promoting their own private fortunes, but is owned and controlled by these working masses of the people.—Frank P. Walsh.

Mrs. Jenkins—Mrs. Smith, we shall be neighbors now. I have bought a house next to you, with a water frontage.

Mrs. Smith—So glad. I hope you will drop in some time.

JUDGES AND LABOR

The Constitution of the United States and the constitution of each and every state in this union guarantees to every citizen, to every man, woman and child, to every individual, whether native or foreign citizen or alien, the rights of free speech, free press and free assembly.

We were told as children in the school-room, and since we are grown up we have been told over and over and over, again and again, by every orator that has ever spoken, every publicist that has ever uttered a sentence, by politicians, haranguers, statesmen, scholars and teachers, that those rights are fundamental; that they are inalienable; that they are as free and necessary as the air we breathe; that they were purchased for us at the cost of the most precious blood that ever man shed, in the Revolution for the freest country God ever looked down upon. These rights are invaluable—they are more—they are essential to a free people. Without them we would be slaves and subjects, we would have tyrants and oligarchies. Without them man can make no advance, no progress. With them man gazes upward and counts the scintillating stars of hope, for in those rights lies the hope that to his way of thinking, others will come, that others will multiply and multiply so fast that his thoughts, his dreams, his wants will be translated into law, interpreted into command, and observed in obedience. It matters not how worthless and hopeless, impractical and visionary those dreams and desires may be or prove, but that he shall have access to them by the route of free speech, free press and free assembly is the inherent right of every man who stands upon American soil, and the person who would deny any one such rights, no matter how humble or low he may be, or how inane his thoughts may seem, so long as they do no violence to the body politic or the rights of the community, is a tyrant of the Nebuchadnezzar type, an accuser like Fouquier-Tinville, an oppressor such as King George III, or a persecutor of the Czar Nicholas kind, regardless of what else he may be, or what title he may have.

He who takes air from you asphyxiates you and commits murder, and he who takes from you any of the rights of free speech, free press and free assembly murders your hopes, tortures your aspirations, kills your

ambition, assassinates your thoughts, and brings ruin and disgrace upon the whole community.

Let us not mince words, and let not fetish-worship be the moth-eaten, ancient precedents borrowed from an antediluvian age when free speech, free press and free assembly were not yet born, overburden us with awe and close our lips in silence, merely because the one who would thus throttle the rights of man happens to be called a judge. Whether he be a judge of the police court or the highest court of the land, whether he got his job by being appointed because of political services to some politician with the right to make such appointments and thus create judges, or some erstwhile corporation lickspittle, he is nevertheless a tyrant and an enemy of free government, and so much more offensive if, though honest and able, he is obsessed with ancient, inhuman conceptions of the wrongs he has caused to mankind.

We are told that every workman has a right to work for whom and when he will and cease his labors whenever he is so inclined; that he has the right to persuade others to his way of working or his time of ceasing to work; that numbers lend strength in the asserting of a right and not in the turning of a right into a wrong. Upon that fundamental, labor organizations have been founded; in that spirit, labor unions have been cradled; and in the light of free workmen have labor unions budded into real, giant manhood.

The time has gone by so long that now only in the archives of history do we look for abstract, desultory, entertaining reading of ancient historical and theoretical value merely, that a combination of labor is an unlawful conspiracy, and that any member of it is an outcast of the law.

We, too, have progressed, and have gotten away from some of the decisions that used to hold that, though a labor organization may be a lawful body, an unlawful act by any member of it, taints the whole organization's lawfulness or legality, and makes the organization unlawful and illegal. Such decisions are no longer respected. They have been overridden by every enlightened court in every enlightened country, and by states, some of which have not been enlightened, in this Union. The overruling of

those decisions was essential to the fair, honest, and moral consideration of the rights of free speech, free press, and free assembly guaranteed by all constitutions.

Upon the right of free speech is founded the right of moral suasion, of moral inducement, by one worker to another, to have him join in his fight against capital. The power of persuasion has ever been a human, mental attribute. It would seem that this right was such a natural one that no constitutional provision would be necessary to preserve it. But the people, knowing the way of tyrants, have made it a special act of constitution, under the caption of "Free Speech."

How else can one workman urge another and remain within the law? How can one capitalist induce another capitalist to join him in his fight upon Labor except by suasion? Shall it be by violence, force, assault? That surely can not be, for that engenders war. How can two men stay at peace with each other, how can two have communion with each other unless that right of suasion be absolutely, unqualifiedly and wholly guaranteed?

To deny the right of suasion is to incarcerate man in solitary confinement, is to take from him all the joy, power and love in life. It is to put him upon an island, surrounded by guards, instructed to kill him at the first utterance of a sound. This is so self-evident that to enlarge upon it would seem a waste of effort, and yet, because of the conduct, or, let me emphasize, misconduct of judges, it becomes necessary that all this be made so palpably patent to you that you will heed and join in the call for action to rid this nation of such judges, and to save to its inhabitants their constitutional rights.

Free press is another form of free speech—perhaps broader, more enduring and farther reaching than free speech. Upon that right is founded the principle of labor press—Labor's magazines, Labor's circulars guaranteeing these to use the same suasion towards his fellows that a workman could by free speech. How else, in the name of common sense, shall Labor make its wants known? How else shall Labor emancipate itself?

We hear, yes, the very tyrant judges say that they believe in the dignity of Labor; that Labor should have a fair share of its product; that Labor should participate in prosperity; that Labor should have shorter hours, higher wages, better working conditions, and that Labor should be encouraged in getting all of that. But how can this be

accomplished if the right to communicate those desires to his fellow by speech or pen is denied the workman? Can anything more asinine—yes, more asinine—be conceived? Yet such are the decisions that are handed down to Labor from time to time.

Free assembly is the preceptor to the right of peaceful picketing. When the employer locks out, or the employees go out on a strike, they become economic adversaries, each contending for supremacy, both hoping for an adjustment. It is only natural that they should endeavor to discover each other's strength and weakness in order to determine how to continue the struggle. It is only natural that they should do that which every individual does, which every business competitor does, which every nation does, to wit, use the right of espionage, and how, pray, can espionage be employed and observations made unless free assembly be given them?

If, in the case of strike or lockout, the streets to the shop be closed to the workmen, if the streets which are open to the ignorant or knave strikebreaker be closed to him, if his home be shut to him, if the meeting in the highway or elsewhere be denied him, how will he be able to meet his fellow-worker or the worker who, either ignorantly or willfully, has taken his job, to persuade him to exercise his constitutional right of free speech and free press, so that he may induce his transgressing brother to see the error of his way and join the ranks of organized labor?

Do you stop to realize that the Fourteenth Amendment to the Constitution of the United States prohibits the abridging of privileges or immunities of citizens of the United States, and forbids any state to deprive any person of life, liberty, or property without due process of law, nor deny any person within its jurisdiction the equal protection of the law?

Do you know that the life and liberty of a labor organization consists in its membership and its ability to increase and hold its membership, and in the liberty of being able to increase and hold its membership by moral suasion and peaceful picketing?

And do you further realize that though the employer may induce a man to break the ranks of labor and go to work, an employee may not induce an employee to break the ranks of his employer and cease work? That while an employer may exercise espionage and send out his emissaries for the purpose of picketing upon union men in order to get them to go back upon the union obli-

gation, union men may not do likewise—exercise espionage upon the employer. Do you not see that that is denying men the equal protection of the law? Need any more questions be asked? There is but one single answer.

Enough, for all of this must be plain to every clear-thinking mind, as clear as the noonday's sun on a bright June 21, that there can be no free speech without free assembly.

Now that you have the premises, let us develop just one other observation and then proceed to our conclusion.

For the last forty years the labor injunction has been the workman's bane, the nation's curse. For forty years injunctions have been used to destroy, to trample upon the rights of Labor, to crush its ambitions, to slay it. For forty years the courts have been crowded with their pleadings, the jails filled with their alleged violators, and for forty years they have sapped at the vitals of Labor, and have cost it millions in men and money. But organized labor, militant of spirit, looking upward, fighting onward, has fought in every court until today, the highest court of this land and every respectable state court has announced in words of plenty with reason of sufficiency that the right of peaceful picketing and moral suasion, as contradistinguished from violence, intimidation and coercion, will be allowed and upheld; that he who commits violence or attempts it, who resorts to coercion or intimidation, does not indulge in peaceful picketing or moral suasion; that the violators of the law, the perpetrators of violence, intimidation and picketing will be punished, but that peaceful picketing and moral suasion will, nevertheless, be upheld.

Now, when at least one hundred decisions have been handed down to that effect, you would imagine that that would be enough that when Labor has sweated and taxed itself to its capacity to pay the gentlemen of the legal profession to have the courts reiterate, time and again, those natural, fundamental, human precepts, that that would suffice for all time, and that Labor might now, in this year, A. D. 1916, go on with some other phase of human oppression and proceed to right another and different wrong.

But no, in spite of all the gains that Labor has made, there is found in every industrial community some judge before whom capital will go and to whom the haters of organized labor and its cause will turn for an injunction in case of a strike or lock-

out—an accommodating judge who, with anarchistic spirit, in violation of the law, and in direct violation of the constitutional rights of free speech, free press and free assembly, will deliver himself of a decision and hand down an injunction whereby he denies the rights of peaceful picketing and moral suasion—these rights which are so sacred that not even in case of rebellion or invasion may they be suspended.

Why should a judge, in the face of all those decisions, in the face of the plain constitutional inhibitions, do that? Let me pause and tell you. Take away peaceful picketing and moral suasion and you take away Labor's only two legal weapons. Take away peaceful picketing and moral suasion and you tie Labor's hands. Take away peaceful picketing and moral suasion, and you help to break the strike, and he who takes them away, or endeavors to do so, whether by law or any other means, whether by criminal prosecutions or injunctions, is a strikebreaker, and why a judge should take them away in the face of all the numerous decisions which have now so thoroughly made plain these constitutional provisions and entrenched those very rights of Labor, spells a motive so flagrant that it at once and without debate stamps him as unfit for judicial duty.

Ah, but you say, and they tell you that the remedy for such an injunction, the violation of such constitutional rights, is by appeal. Oh, shades of the law's delay! A temporary injunction is usually in effect a final decree, for while Labor has appealed from hundreds of such temporary injunctions, such interlocutory decisions, time and again, the period consumed between the entry of the temporary injunction and the entry of the final decree is so great that the strike is often ended and the dastardly work has been accomplished. The time between the entry of the injunction and the hearing of its review upon appeal is usually so long that the higher court's decision becomes of academic value merely. In fact the rules of some states won't even permit an appeal from a temporary injunction; or else make the granting of it a matter of such judicial discretion, so observed by all courts that a remedy by appeal becomes inefficacious and nugatory and in effect denies an appeal.

Violate an injunction, and you are promptly sent to jail for contempt of court. Exercise your constitutional rights of free speech, free press and free assembly—which are nothing more than peaceful picketing

and moral suasion—when the injunction says "thou shalt not," and you will lie mouldering in jail; and when you protest against the enforcement of such injunction denying these constitutional rights to you and assert that the injunction is wrong, that it takes from you the right of free speech, free press and free assembly, the answer promptly is that your remedy is not by violation, but by appeal. So, in effect, your rights are denied, while capital proceeds to deal out its blows at Labor.

Now, then, what shall be done? There are two methods open to Labor of dealing with such a judge.

The one is a course heretofore followed but weakly, and that is to endeavor to beat the judge when he is up for re-election. Sometimes Labor has succeeded at the task. Often it has failed, but Labor must never forget such a judge and must exert itself strenuous as it may be, to defeat at the polls such judge for re-election. It must insist that his opponent shall run upon a platform of Americanism—the highest form of Americanism, the guarantee of the constitutional rights of free speech, free press and free assembly, and to organized labor peaceful picketing and moral suasion.

Often, however, between the entry of such an injunction and the time of the judge's re-election, too great a period has elapsed so that the ill effect of his decision has been forgotten and again he goes to his bench by Labor's default. In the interim, therefore, work for legislation in direction of constitutional amendment permitting the recall of judges.

Then, second, there is another remedy, a remedy guaranteed by the Constitution, a remedy heretofore sparingly exercised, but one which, if invoked, can be made speedy and effective, to wit, the impeachment of such a judge.

Let Labor exercise its right in each instance where a judge deliberately, willfully, and in violation of precedents so numerous, out of what motive we care not, proceeds with care to serve the interests of capital by denying to Labor its constitutional rights—the rights of free speech, free press, free assembly, to wit, peaceful picketing and moral suasion—to impeach or make attempt at his impeachment.

Labor must no longer endure or submit to such injuries being heaped upon it.

Such judges must be removed. The Constitution of the United States and the constitution of your state call upon you in their defense. "Survive or perish"—"Live

or die;" which shall it be—Organized labor or the unfit judge? Countless millions of workingmen, women and children look to organized labor, with the aid of their guaranteed constitutional rights, to take the oppressing employers off their bending backs.

Organized labor must have, it shall have, and will have and all that dwell on American soil, untrampled, the constitutional rights of free speech, free press and free assembly, expressed to them in terms of moral suasion and peaceful picketing.

Call your organization to colors! Muster into service all your rank and file. Prefer charges of impeachment against every such law-breaking judge.—W. B. Rubin.

TO BE AN EDITOR.

Most any one can be an editor. All the editor has to do is to sit at a desk six days out of the week, four weeks of the month, and twelve months of the year, and "edit" such stuff as this:

"Mrs. Jones, of Cactus Creek, let a can opener slip last week and cut herself in the pantry."

"A mischievous lad of Piketown threw a stone and hit Mrs. Pike in the alley last Thursday."

"John Doe climbed on the roof of his house last week looking for a leak and fell, striking himself on the porch."

"While Harold Green was escorting Miss Violet Wise from a church social last Saturday night, a savage dog attacked and bit Mr. Green on the public square."

"Isalah Trimmer, of Running Creek, was playing with a cat last Friday, when it scratched him on the veranda."—Selected.

PURPOSELY MISUNDERSTOOD.

She glided into the office and approached the publisher's desk.

"I have a poem," she began.

"Well?" queried the publisher, with a look intended to annihilate.

"I have written a poem," she calmly repeated, "on 'My Father's Barn,' and—"

"Oh," interrupted the publisher, "you don't know how greatly I am relieved. A poem written on your father's barn? I was afraid it was written on paper and that you wanted me to publish it. If I ever happen to drive by your father's barn I'll stop and read it."

POVERTY AND DISEASE

No attempt to present the real meaning of the problem of death among wage workers and their families can be complete without taking into consideration their economic status—the wages they receive—and comparing it with those standards which have been agreed upon as reasonable and necessary for the maintenance of health.

Wages—without taking into consideration the loss of working time for any cause, it has been found that during recent years in the principal industries of the United States, between one-fourth and one-third of the male workers of approximately 18 years and over earned less than \$10 a week from two-thirds to three-fourths earned less than \$15, and only one-tenth earned more than \$20 a week. In textile industries and some other industries the wage level was much lower. Native born and older immigrant workers from Great Britain and northern Europe earned somewhat higher weekly wages than did the newer immigrant workers from southern and eastern Europe. The wages of women workers were considerably lower than those of men. From two-thirds to three-fourths of women workers in factories, stores, laundries and in industrial occupations generally worked at wages of less than \$8 a week. Approximately one-fifth earned less than \$4 and nearly one-half earned less than \$6 a week.

For women wage workers, \$8 to \$9 a week has been agreed upon as the least amount upon which a self-supporting woman can maintain a standard of healthful living. This estimate is based on the conclusions and determinations of state minimum wage commissions and other investigating bodies.

A conservative estimate, based on all of the available statistics of loss in working time, would appear to be that wage workers in the principal manufacturing and mining industries lost on the average from one-fifth to one-third of the full working time during a year from all causes. This estimate does not include those industries which normally operated for short seasons in the year. The loss of working time varied greatly according to the industry, occupation and locality, but it was greatest in those industries where the proportion of unskilled low-paid workers was large.

Annual earnings of wage workers were

therefore considerably lower than 52 times their weekly wages. According to investigations to which reference has been made it appears that in the principal industries fully one-fourth of adult male workers who are heads of families earned less than \$400, one-half earned less than \$600, four-fifths less than \$800, and less than one-tenth earned as much as \$1,000 a year. Approximately one-fourth of the women workers 18 years of age and over employed in the principal manufacturing industries earned less than \$200 a year, and two-thirds less than \$400.

Statistics of total incomes of wage-workers' families point to the conclusion that the average total annual family income in the principal manufacturing and mining industries has been between \$700 and \$800 in recent years. This average, however, does not adequately depict the real situation for the conclusion is also indicated that one in every 10 or 12 workingmen's families had at the time of the investigations an annual income of less than \$300, that nearly a third had incomes of less than \$500, and over one-half have incomes of less than \$750 a year.

It is also apparent that with the exception of the small proportion of workingmen's families whose heads earned \$800 or more a year, the total family income was considerably larger than the earnings of the father. It has indeed been found that considerably over one-half of wage-earning families were dependent upon some other source than the support of their heads. And, generally speaking, it is true that in proportion to the insufficiency of the earnings of the father the greater is the necessity of additional income from the wages of wife and children and payments from boarders and lodgers.

The significance of the above statistics lies in the extent to which actual earnings have been sufficient to provide for a healthful standard of life under existing conditions. Several studies by various authorities on actual conditions in workingmen's families tend to agree very closely that unless a family of the average size has an income of \$800 or more, it cannot maintain a healthful standard. This conclusion is apparently confirmed by statistics of expenditures in workingmen's families which show that the point of adequate subsistence is not reached

until the family income is approximately \$800 or more.

It is possible that more comprehensive and detailed investigations of wages and earnings may point to slightly or even materially different conclusions. But sufficient information of an accurate character exists to substantiate the observation of everyone familiar with living and working conditions, that a very considerable proportion of wage-earners and their families have not been able to obtain a sufficient income to permit of a healthful standard of living.

From the foregoing it is evident that underlying all other economic factors affecting the wage-earners' health is the fact of poverty. The other conditions that have been discussed—unhealthful living and working conditions, insecurity and irregularity of employment and income, inadequacy of earnings of heads of families and the necessity for earning of wages by mothers and children—these and other such conditions are but incidents of poverty. The importance of poverty is further emphasized by the facts that the relief of sickness and disease prevention are expensive and that disease is most prevalent among those least able to purchase health.

In all countries the partnership of poverty and disease has been seen. Levasseur found that the death rate in the poorer sections of Paris was 31.3 per thousand per annum, as compared with 16.2 for "middle" class sections and 13.4 for the richest sections. Robertson's studies of an area in Birmingham, England, which was "peopled largely by unskilled artisans with low wages," showed that the death rate in 1908 was 22.5 per thousand in this section, while that for the whole city was under 15 per thousand.

Recent investigations tend to point unmistakably to the fact that poverty is the most important factor in causing infant mortality. In all campaigns for the prevention of disease poverty has always been the most formidable obstacle. In no instance is this better illustrated than in the campaign against tuberculosis. Realizing this fact the Society for Improving the Condition of the Poor in New York City has adopted the method of removing entire families to a "home hospital" in order to eliminate the conditions of poverty.

But poverty is not merely a cause of sickness; it is also a result of sickness. Sickness is so intimately related to destitution that it is often impossible to determine whether it is a cause or an effect. Records of the causes of destitution show that sick-

ness is one of the most prolific causes. A recent study of the causes of destitution in 31,000 cases in 43 industrial localities in the United States developed the fact that charity relief was required in about 21 per cent of the cases because of the illness of the family breadwinner and that 18 per cent more needed assistance because of the illness of another member of the family.

Thus a vicious circle of economic disadvantages due to sickness and conditions causing sickness is established. Overwork and worry, insanitary housing and community surroundings, and lack of nutritious food are frequent causes of sickness. Sickness, in turn, reduces the family's economic status by entailing extra expenses and loss of wages, weakens efficiency and demoralizes the worker. There can be little doubt that such a circle throws more wage earners on the scrap heap than accidents, increases the necessity for charity giving, burdens the state with delinquents, and helps to fill the army of casual laborers with derelict recruits.

Not a word has been added to the scientific testimony of government scientists quoted here. It is sufficient to chill one with horror merely to read the facts and figures they give.—"The Garment Worker."

BE LOYAL UNIONISTS.

Loyalty to the union movement and to trade union labels, involving as they do a chance for every member to support the movement almost every day in the year by some positive act, are two of the principal ways in which trade union members can qualify for trade union work. The constant application of these two principles will constitute a very fine habit for the average trade union member to get into and will lead him on to the very best form of trade union support and accomplishment.

HIS TROUBLE.

A gentleman in khaki, just back from France, rambled into a restaurant. After glancing over the bill of fare, he looked around the room for a waiter.

"Yes, sir," said the waiter, sliding over in response to his call with a glass of water and a napkin.

"Tell me, waiter," remarked the soldier, "have you got frogs' legs?"

"No, sir," was the rather unexpected answer, "it is rheumatism that makes me walk like this!"

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

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Address all letters to the Editor and
Manager.



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Boston, Mass.

TRADES AND LABOR CONGRESS OF CANADA.

The recent convention of the Trades and Labor Congress of Canada, held at Labor Temple, Toronto, Ontario, Canada, during the week of September 25th, 1916, not only marks a mile-stone in the labor affairs of Canada, but also of the labor world at large.

There were 288 delegates representing the workers from Victoria, B. C., in the West to Halifax, N. S., in the East.

In addition to this, there were fraternal delegates from the British Trades Union Congress, American Federation of Labor and the Women's Trade Union League.

The various subjects placed before the Congress were thoroughly and ably discussed, the Industrial Disputes and Investigation Act taking up more time than any other single subject. This Act was originally named the Limeux Act (now called the lemon act by many of the workers), after the Honorable R. Limeux, who was Minister of Labor when the act was introduced and passed by the Parliament of the Dominion of Canada.

The Honorable W. L. McKenzie-King, now of the Rockefeller Foundation, was at that time Deputy Minister of Labor, and it was generally conceded that he was responsible for the drafting of the act. Mr. King afterwards became Minister of Labor and had much to do with the administration of the act.

At the Quebec Convention of the Trades and Labor Congress of Canada, held September 19, 1907, the principle of the act was endorsed. Since that time its operation and administration have been the subject of much discussion at the yearly conventions

of the Congress. On different occasions the Executive Council of the Congress has been instructed to petition the Federal Government for a repeal of the act. On each occasion when a repeal was asked for, the Government showed no disposition to comply. In fact, the present Minister of Labor, the Honorable T. W. Crowthers has definitely stated that he would not entertain any such proposition.

Upon instructions of the Congress the Executive Council has made several requests for amendments to the act, so that it would in some measure meet the needs of the workers. Such amendments as have been made have proved to be very satisfactory.

The act originally covered public utilities and mines, but about a year ago was extended to embrace all munition workers. This extension possibly had much to do with the recent action of the Congress, when, by almost unanimous vote, the Executive Council was instructed to procure legal advice to assist them in drafting a new act. This was done at considerable expense, but the Toronto Convention would not consider any draft at all. Nothing but a repeal, they said, would be satisfactory.

It has been said by a prominent Canadian barrister, who is looked upon as an authority on labor matters, that it seemed to be the purpose of the original formers of the act to strangle labor to death.

The act provides that all disputes must be submitted to a board of investigation who are expected to submit a report within 30 days. The findings of the board of investigation, however, are not binding upon the employer or the employee.

The main features of the Limeux Act, to which Labor objects, are as follows:—

First. It establishes compulsory service by the workers pending an investigation.

Second. Manufacturers take advantage of the notice and delays incident to investigation to the injury of the workers.

Third. The employer is not obliged to accept the findings after an investigation.

Fourth. In case of a dispute over wages and conditions of labor in the manufacture of war supplies and other commodities, the employer's contract may be completed and

any award favorable to the workers would be of no value. Several instances of this kind have occurred.

Never before in the history of the Canadian labor movement has woman's place in the labor world and in the affairs of the nation been more clearly defined or more forcibly placed before the Congress than at the recent sessions held at Toronto. Miss Mary Anderson, a member of the General Executive Board of the Boot and Shoe Workers' Union, attended the Congress as Fraternal Delegate from the Women's Trade Union League. Her message made a most profound impression upon the delegates. If there were any doubting Thomases as to the necessity of having the women in our ranks, politically and industrially, it is safe to say they were converted.

Miss Laura Hughes, niece of Sir Sam Hughes, Minister of Militia for Canada, electrified the convention with her story of experiences when she went to work in the knitting mills in which the war supplies were being made. She had heard of sweating, but could not conceive it so bad. It has made her an ally of the labor movement, and she is now, without hope of monetary reward, preaching organization to the women workers.

Miss Rose Henderson of the Juvenile Court of Montreal, made a splendid address in which she strongly advocated pensions for widowed mothers. This met with the approval of the Congress.

The addresses delivered by the fraternal delegates from the American Federation of Labor and the British Trades Union Congress were most inspiring and instructive. They dealt with the achievements of their respective bodies and told of the aspirations of the workers in their countries.

The Congress went on record as unalterably opposed to conscription.

A demand was made for a larger pension for returned soldiers and dependents.

The Executive Council was increased from 3 to 5. A proposal was made to make the President's position an honorary one, and the Secretary's a permanent one, which was voted down.

On the question of the high cost of living, the convention unanimously decided that the government should take immediate and effective action.

Whether or not the convention should send a delegate or delegates to the Labor Peace Conference suggested by the American Federation of Labor was a question

which caused much discussion. The matter was left to the Executive Council.

This peace conference is proposed to sit at the same time and place as the European diplomats are meeting, when terms of peace in the world's war are to be drawn up. It was pointed out that if there is no labor representative the diplomatists will say that they voice the opinion of labor and act accordingly.

The secretary's report showed a membership of 66,573, a decrease of 4846 from last year's report. This is considered a splendid showing, a real increase in membership, inasmuch as thousands of members of the trade unions in Canada are in army service.

The receipts during the year amounted to \$13,646, with a balance of \$2757.69. This does not include \$10,000 in the reserve fund.

David Rees of the Coal Miners of Fernie, B. C., was elected fraternal delegate to the British Trades Union Congress. Thomas Stevenson of the Toronto Typographical Union and Secretary of the Toronto District Labor Council, was elected as fraternal delegate to the American Federation of Labor.

The Executive Council's report contained the following which is worthy of note:

"Out of the chaotic confusion of this war will naturally arise many powers, organizations and combinations that, by their very nature and character, will be antagonistic to the interests of the working class; it, therefore, behooves all representatives of labor to keep a steadfast eye upon present conditions and all signs of the conditions that are to come, to keep a firm hand upon the helm and not allow the vessel which has ridden so many billows of opposition in the past to be swamped in a sea of new and adverse conditions in the future. There must be watchfulness on all sides; redoubled efforts in the perfecting of organization; close scrutiny of all legislative movements and all signs that might indicate what is to be expected in that direction; finally, renewed ardor in every sphere of activity, deeper study of all problems affecting the cause of labor, and a determination that out of this clashing and shattering of familiar conditions Labor shall come forth perfected in every way and better prepared than ever to face the great and heretofore unexperienced difficulties that the future has in reserve for it."

THE CHELSEA SETTLEMENT.

In our last issue we referred to the strike then existing in the Chelsea factory of the

Walton Shoe Company, and we also referred to a previous editorial published in our July issue in which we predicted the failure of the bonus plan proposed by said company and which became operative August 1st.

In our October issue we said:

"We know for a certainty that there are many employes of A. G. Walton Company who would prefer to be members of the Boot and Shoe Workers' Union. They realize they made a mistake in allowing themselves to be taken into camp by the organizers of the foolish faction, and they have had their fill of strikes, not for their own advancement, but for the advancement of the foolish faction.

"The foolish faction has brazenly claimed to represent the true interests of the shoe workers, and to be faithful to their interests. Here is an instance of it. It is undoubtedly true that the A. G. Walton Company and a great majority of their employes at this time desire to pacify their conditions by joining hands to settle future conditions under our arbitration contract and policy, but the belligerent organizers of the foolish faction, with their bulldozing methods and strong-arm tactics, are standing in the way. The firm is willing to settle, and so are the employes, but the foolish faction prefers to oppose the interests of these shoe workers."

In that same editorial we pointed out that the sole issue in the strike was the refusal of the Walton concern to recognize the foolish faction, and that the strike was being continued for no other reason except to attempt to compel the Walton Company to recognize the United or "foolish" faction.

And now a settlement has come to pass. The strikers were kept out for eleven weeks striving only, under the leadership of the foolish faction, for a recognition of the foolish faction by the Walton Company.

And when the settlement comes, lo and behold, it is merely an acceptance of the wage advance offered at the beginning, and a refusal on the part of the Walton Company to recognize the foolish faction. After eleven weeks of struggle for recognition, recognition is defeated by the terms of the settlement.

The terms of the settlement were arranged through the intercession of prominent citizens of Chelsea, and were made between committees representing the employes on the one side and the Walton Shoe Company upon the other. Instead of the so-called union being recognized, it was distinctly stated in the terms of settlement that the

so-called union or foolish faction was not to be recognized.

Of course, this settlement is claimed as a great victory, and Walsh, in a circular letter, says: "The settlement was arrived at between representatives of the firm and representatives of Mixed Local No. 105 of the U. S. W. of A."

Later on he says: "This settlement at its best is a partial recognition of the union and a tacit admission by the firm that the settlement was arrived at under union auspices."

This looks very much like stretching the English language a bit in the effort to make a defeat seem like a victory. Inasmuch as all for which the firm was contending during the whole period of eleven weeks was its refusal to recognize the foolish faction, it would appear as if victory, if victory there was, was with the firm, for they have done nothing except what they were willing to do when the strike started.

One other statement of Walsh in this regard cannot be overlooked; we quote him as follows: "There is no doubt but what this strike could have been settled long ago, but for the interference of the Boot and Shoe Workers' Union." Walsh knows, and the shoe workers of Chelsea know, that this union positively refused to interfere in the affair in any way. It is true that we were solicited to interfere, and that numbers of the Chelsea shoe workers called upon us to ask us to intervene, but we are on record in a public document to the effect that we absolutely refused to have anything to do with the affair while the trouble was pending.

Still another significant fact about this Chelsea settlement is that by agreement between the shop's crew committee and the firm, future disputes are to be referred to the Massachusetts State Board of Arbitration. And so, the foolish faction, if it is recognized, is bound to arbitrate; and if it is not recognized, it cannot repudiate arbitration except by repudiating the agreement made by the shop's crew committee, which Walsh claims was a committee of Local Union No. 105. It is very interesting to watch the tortuous course of the champion claimsters of the foolish faction. As to the Walton Company, it might be premature to congratulate them upon the signing of such an agreement. There is nothing behind the agreement whatsoever. It can be broken with impunity at any time. And back of the shop's crew committee are the officials of the foolish faction now claiming it to be

a victory, and who will undoubtedly seek to establish that point at the earliest opportunity.

THE REPUDIATORS.

A short while ago the Lynn lasters that hold membership in the foolish faction, held a meeting to elect a business agent. The position had been for some time held by Thomas Lynch, formerly of Brockton, and who figured quite prominently in connection with the election of general officers of the Boot and Shoe Workers' Union in the year 1906.

In the election for business agent Lynch was defeated by a man named Fish, Fish having 36 votes more than Lynch, but there was an irregularity in the voting, inasmuch as there were two more votes cast than there were names on the check list, and the election was appealed to the Lynn Joint Council of the foolish faction because of the irregularity.

The Lynn Joint Council of the foolish faction then declared the election void because of the irregularities and ordered a new election for the office of business agent of the Lynn lasters. On the second election Fish got 356 votes and Lynch got 194.

To us the significant part of the above is not the fact that Lynch was defeated, but that there was a distinct parallel between this occurrence and the referendum election of general officers in the Boot and Shoe Workers' Union in the year 1906. It will be remembered that in that election there were numbers of irregularities and the votes of several unions were thrown out by the General Executive Board because of such irregularities, and a new election was ordered.

At that time Mr. Lynch was one of the most active in advising the repudiation of the General Executive Board's decision by taking the case into the courts, and after their defeat in the courts and the special convention was called, Mr. Lynch, as attorney for the contestants, argued that they should be given the positions because the few irregular votes could not have affected the general result.

In the Lynn election no one saw Mr. Lynch advocating that his office should be turned over to his opponent because the irregularity of the two votes could not have affected the general result. On the contrary, he stood for the action of the Joint Council of the foolish faction, and thus stultified himself in his attitude in the election of general officers of the Boot and Shoe Workers' Union in the year 1906.

Step by step the foolish faction have repudiated themselves, in their own experience, every objection that they made to the Boot and Shoe Workers' Union. The founders of this secession faction were against time contracts with the employers, but within a year or two they were forced to abandon that position. They were against arbitration, but subsequently accepted arbitration with the local board, but were still unalterably opposed to arbitration by the Massachusetts State Board of Arbitration.

More recently they have come to accept the good offices of the Massachusetts State Board of Arbitration, and now, in Chelsea, if their claims of victory are to be allowed at all, they have accepted the Massachusetts State Board of Arbitration even where their so-called union is not recognized.

THE UNITED (?) REFERENDUM ELECTION.

We have just said that the foolish faction that started out with so many brave announcements of its various purposes and its unconquerable spirit, has repudiated every one of its announced principles, but it may be said that they still have left, as their sole and only asset from their original program, the sacred and holy referendum election, and let us see what this amounts to.

They have just had a general election for General Organizer to succeed the illustrious Erlando, who has retired to a hard-won farm and to the repose to which a man is entitled who has done so much for the shoe workers and incidentally for himself.

The position held by Erlando was important, because it must be assumed from the title of General Organizer that he is to direct the work of organizing all the shoe workers into a splinter of the main log. There were two candidates for this important position, Oldham and Watson, both of them conceded to be the most successful exponents of the mathematical theory underlying the foolish faction, which is not two times two, nor two plus two, but two minus two.

Now, the total vote in this general referendum election, polled from the members of the foolish faction all over the country, as shown by the 1663 votes for Oldham and 396 for Watson, was 2059 votes, and this 2059 votes was the total vote all over the country, and it is understood that slightly over one-half of them were cast in the city of Lynn, where the foolish faction claims to have 15,000 members, in round numbers.

Here is another glorious victory for the referendum system, that in the city of Lynn. If their claims are well founded, approximately one member in fifteen turned out to vote in a general election in which not only was the general organizer's position to be filled, but also members of the so-called General Executive Board were to be elected.

And now it is reported that a special meeting of the so-called General Executive Board of the foolish faction is to be held right soon, the principal object of said meeting being to consider a protest lodged by a defeated candidate against some of the conditions or practices during the election. And this, again, shows what a beautiful thing this referendum election is, as it effects local arbitration, in that it keeps the members of the foolish faction busy all the year around having election contests, with repeated ballots, irregularities, new elections and protests, and new ballots, while the members are so enthusiastic that not one in ten of them will turn out to vote.

This so-called referendum election adopted a death benefit of \$100, "to be paid from the death benefit fund of the general organization." This is rich, too. At the start in 1909, they declared against sick and death benefits, and now they have repudiated that position too, by adopting the death benefit, and this has its humorous side. Please note that it is to be paid from the death benefit fund of the general organization. Has the so-called general organization got a death benefit fund, or any other fund or funds?

NEW ADVOCATES OF COMPULSORY ARBITRATION.

As might be expected because of the recent threatened railroad strike, there is much talk at the present time among business and employing interests of some form of compulsory arbitration. This subject is usually taken up either by business men who would like to tie the hands of labor so that labor would be compelled to accept without protest anything handed to it by capital, or by would-be statesmen who are inoculated with the belief that by some magic legislation they can suggest and get passed, the millennium between capital and labor can be reached, to the great enhancement of their political renown.

The Boston Chamber of Commerce had its annual dinner, inaugurating its new president, Mr. Charles F. Weed, at the Copley-Plaza Hotel very recently. Be it known that the Copley-Plaza is the swellest hotel

in Boston. There were nearly 700 business men present at the dinner. President Weed, in his inaugural address, speaking of the Boston street railway system, said that the service should increase with the growth of the community, that the railroad should receive whatever relief it is justly entitled to, and that "the public is entitled to absolute assurance that under no circumstances will there be interruption by deliberate intention of the service of any street railway, or of any other public service corporation."

No doubt Mr. Weed intended to be fair in his utterance, but that this was a jug-handled statement is perfectly obvious on its face. The railroad is entitled to its relief; the public is entitled to assurance against interruptions of service; but the railroad employe, finding that his stationary wages will not buy today 60 per cent what they would buy four years ago, is entitled to no relief.

Lest it be charged that we are unfair because Mr. Weed did not say that the railroad employes are entitled to no relief, let us point out that while he suggested that the railroad was entitled to relief for its increased operating expenses, and that the public was entitled to assurance against interruption of service, he did not state that the employes are entitled to relief against abnormal increases in the cost of living.

And without any reference whatever to the cost of living, Mr. Weed went on to say, "At this time any true friend of labor or of capital will take the firm stand that in all industrial disputes in which the public is the third party, the rights of the public are paramount. The public has the right and the duty to insist that neither capital nor labor shall ever again be in a position where it can threaten irreparable injury to the whole community to enforce its demands.

"In return for immunity on this score the public on its part has the duty of seeing to it that proper tribunals are established which shall secure for both labor and capital the enforcement of all reasonable demands that either may make in those services in which the public as a whole is a third party in interest.

"It is my hope that the Chamber may assume the leadership in proposing and securing legislation which will sound the death knell of strikes and lockouts in public service corporations in Massachusetts. It should also do its part toward securing national legislation to the same end with regard to public service corporations engaged in interstate commerce."

The chief trouble with these new advocates of compulsory arbitration is that they are threshing over old straw, only they do not know it. It is not a new issue at all. It is simply a revival of an old one.

Only a few years ago we were told of the wonderful success of compulsory arbitration in Australia and New Zealand, but within recent years the entire system has broken down in those countries and labor troubles are more rife because of the revolt against the tyranny of the state than ever before in the history of those countries.

But, there is an example nearer home which has been often quoted to us, and some attempt made to copy in some of the states, notably in Colorado. We refer to the Canadian law for the investigation of industrial disputes in public service corporations, which is generally understood to have been a failure in Canada.

Who are these men that want to tie the hands of labor? If one looks them up they will usually find them to be men who in their own private business have refused to recognize the right of labor to organize, and who would like to obtain such legislation as would prohibit wage-earners from ever becoming effectively organized. Without any experience in the arbitration of industrial disputes, they seek to prescribe compulsory arbitration as a remedy for all industrial ills, thinking little that the incidental suppression of labor, though successful for a short time, must inevitably lead to more serious interruptions later on.

We, as an organization, have earned the right, and have qualified to express some intelligent opinion upon arbitration founded upon our own experience. Having practiced voluntary arbitration before State Boards of Arbitration and local boards of arbitration for eighteen years, and having followed that practice as a definite policy during that length of time, we may be pardoned if we look upon some of these new advocates of compulsory arbitration as mere amateurs in this line of work.

We believe the success of the Massachusetts State Board of Arbitration, which board has been more successful than any other similar board in the United States, is due to the fact that it cannot adjudicate an industrial dispute until both sides have agreed to accept its findings. It can mediate and endeavor to conciliate the parties and often does so. Sometimes it gets the parties to a dispute to agree to leave the dispute to the settlement of the Board; but nearly all the cases that have gone to the

Massachusetts State Board of Arbitration where members of our union are involved have gone to the State Board in conformance with the provisions of our arbitration contract, which is a mutual agreement by the employer and the union, made in advance, to leave future disputes to the Massachusetts State Board of Arbitration for settlement.

The statement has recently been made after a close analysis of the results that have accrued from the following of this policy, that 90 per cent of the settlements have been satisfactory to both sides, with perhaps five per cent of the decisions satisfactory to labor, and possibly five per cent satisfactory to the employers. It is our judgment that this statement is fairly accurate, and if so under the voluntary system of arbitration as worked out in our union and in our craft, if it has worked out 90 per cent perfect, it would be a rash fool who would undertake to substitute a compulsory form that would undoubtedly be 90 per cent imperfect.

The idea that compulsory arbitration shall be confined to certain specified public service corporations is hardly tenable. For instance, railroad employees are human, like other people, and they like to reserve the right to quit work, especially as long as they are in the employment of private capital. A public service corporation controlled by private capital, with employees forbidden by law to leave their work, is inconsistent with American ideas of liberty of the individual. If the gentlemen wish to insure that there shall never be any interruption in the public service, let them declare for government ownership of all public services, including the railroads, mines, telegraphs, telephones, shoes, factories, farms, banks, stores and everything else under the sun, for after all, even the humblest of us is engaged in some kind of public service.

BRIEFS.

The advocates of compulsory arbitration are abroad in the land. This is an echo of the threatened railroad tie-up.

It is an error that is altogether too common that the remedy for all human ills is legislation. Hence, in every crisis someone wants to make a new law.

In spite of all the experience we have had in law-making and of the innumerable number of lawyers, the laws become more com-

plicated year by year; as new laws are added greater confusion exists as to what is the law.

One thing is sure, that no law can be made in this country that will stand, that makes a man a slave and prevents him from ceasing work. That amounts to involuntary servitude and is forbidden by the Constitution of the United States.

Any who advocate compulsory arbitration, or compulsory labor, the same being synonymous terms, will find it very difficult to enact such a law. There will be too much opposition. The wage earners of America will not stay still to be shackled, and if they are shackled they will break the bonds. Such has occurred in Australia and New Zealand and in Canada, and will occur again in the United States if necessary.

Trade unionists know that their relief is not to be secured in legislation, but through the strength of their own economic organization or trade union. If we want eight hours in private employment, we must establish eight hours by our own economic strength. If we want high wages, we must fight for them through our trade unions.

We cannot seek legislation to compel employers to do our will, unless we concede the right of the employers and the public to seek to tie our hands.

Organized labor realizes that the hope of its future lies in the liberty of its members through voluntary associations to give or withhold their labor power, and to fix the hours and conditions and wages by mutual agreement and contract with the employers without the intervention of statesmen, legislators or courts.

Wage-earners are too numerous to be enslaved. They constitute the great mass of the people and are not to be tied down or subjugated by a few, not even a clever few.

Another feature of the power of the wage-earners must never be lost sight of, and that is that in the expending of the wages they earn for the necessities of life they can control the commerce of the world.

Take the city of Boston for illustration. If the trade union members within the city of Boston and every member of their families would apply their purchasing power

strictly in the interest of organized labor and would not patronize or buy a single thing or give a single cent in return for anything except the product of organized labor, there would not be a merchant of Boston who would dare, at a dinner of the Boston Chamber of Commerce, to voice the opinion that the hands of labor should be tied by any proposition similar to compulsory arbitration.

When we support our union labels we are using the strongest possible weapon to strengthen the cause of organized labor, to defeat all its enemies, and to improve the condition and well-being of all of its members.

Let each and every member of organized labor bear this in mind, seeking always to support not only his own craft, whether it has or has not a union label, but also all other crafts, whether they have or have not a union label. Wherever there is a union label, patronize it; but for those trades where a union label is not practical, the same degree of support should be pledged and given. All wage-earners are in the same boat, and an injury to one is the concern of all.

And then there is the question of loyalty; loyalty to principle, loyalty to one's self and loyalty to one's fellows. We are told that when the dreadful war in Europe comes to an end there will be troublous times for labor on this continent. It seems reasonable that when the large numbers employed in munition factories are released from employment there will be a surplus of labor on the market and a general slacking off of business. If this should happen, as seems probable, it is due from every wage-earner that he shall seek to strengthen and fortify his position to the very best of his ability, so that the wage-earners and trade unions may pass through any coming storms successfully and continue to help the world to be a better place for the wage-earners that follow them, which, of course, in a large sense, will be their own children and their children's children.

LABOR.

I hear in the vibrant voices
Of winds a jubilant tone,
For the heart of the world rejoices
That labor will claim its own.

.. FRENCH DEPARTMENT ..

CONGRÈS DES MÉTIERS ET DU TRAVAIL DU CANADA.

Le récent congrès des métiers et du travail du Canada, tenu au Labor Temple, Toronto, Ontario, Canada, durant la semaine du 25 septembre, 1916, non seulement marque une borne-milliaire dans les affaires laborieuses du Canada, mais aussi du monde laborieux at large.

Deux cent quatre vingt huit délégués étaient là représentant les travailleurs, de Victoria, C. A., à l'ouest, jusqu' à Halifax, N. S., à l'est.

De plus, des délégués fraternels étaient présents du congrès britannique de l'Union de métiers, de la Fédération Américaine du travail, et de la Ligue de l'Union de métiers des femmes.

Les différents sujets soumis au congrès furent discutés d'une manière habile, les différends industriels et l'acte d'investigation ayant plus que leur part d'attention spéciale. Cet acte fut d'abord connu sous le nom d'acte Lemieux (maintenant appelé "lemon act" par certains travailleurs) d'après, le nom de l'honorable R. Lemieux, qui était ministre du travail quand l'acte fut présenté et passé par le parlement du Dominion du Canada.

L'honorable W. L. McKenzie-King, maintenant de la "Rockefeller Foundation," était alors député ministre du travail, et on le tient généralement responsable de l'élaboration de cet acte. M. King devint plus tard ministre du travail et eut beaucoup à faire dans l'administration de l'acte.

La convention des métiers et le congrès du travail du Canada, tenus à Québec le 19 septembre, 1907, appuyèrent le principe de cet acte. Depuis ce temps son opération et son administration ont été le sujet de beaucoup de débats aux conventions annuelles du congrès. En différentes occasions le Conseil Exécutif du congrès a reçu instruction de pétitionner le gouvernement fédéral pour le rappel de l'acte. Le gouvernement ne s'est jamais montré disposé à se rendre à ces appels. De fait, le ministre du travail actuel, l'honorable T. W. Crowthers a définitivement refusé d'entendre aucun appel à ce sujet.

Sur instruction du Congrès le Conseil exécutif a présenté plusieurs requêtes pour amender l'acte dans le but de le mettre plus en rapport avec les besoins des travailleurs. Les amendements qui ont été faits ont été loin d'être satisfaisants.

L'acte, en premier lieu, se rapportait aux utilités publiques et aux mines, mais depuis un an, à-peu-près, il s'est étendu aux travailleurs de munitions. Ceci, probablement, explique l'action récente du congrès, qui, par un vote unanime, demanda au Conseil Exécutif de s'assurer les services d'un aviseur légal pour leur aider à élaborer un nouvel acte. Ceci fut fait à des frais considérables, mais la convention de Toronto ne voulut pas considérer cette demande. Le rappel de l'acte, seul, serait satisfaisant, a-t-on décidé.

L'un membre important du barreau Canadien, autorité reconnue dans les affaires laborieuses, dit que le projet apparent des promoteurs de l'acte était d'étonner à mort le mouvement laborieux.

L'acte pourvoit à ce que tous les différends soient soumis à un bureau d'investigation, devant soumettre un rapport dans les 30 jours. Les déclarations du bureau d'investigation ne peuvent être imposées au patron on à l'employé.

Les principales clauses de l'acte Lemieux, opposées par le mouvement ouvrier, sont comme suit:

Premièrement,—L'on établit le service compulsoire des travailleurs durant l'investigation.

Deuxièmement,—Les manufacturiers prennent avantage de l'avis et des délais incidents à l'investigation au détriment des travailleurs.

Troisièmement,—Le patron n'est pas obligé d'accepter la décision après l'investigation.

Quatrièmement,—Dans le cas d'un différend à propos de gages et de conditions laborieuses dans une manufacture de munitions de guerre et autres commodités, le contrat du patron peut être compélté et aucun décret favorable aux travailleurs serait sans valeur. Nous avons eu plusieurs cas de ce genre.

Jamais auparavant dans l'histoire du

mouvement laborieux Canadien la position de la femme dans le monde ouvrier et dans les affaires de la nation a été plus clairement définie et plus puissamment mise devant le Congrès qu' elle le fut aux récentes sessions tenues à Toronto. Mademoiselle Mary Anderson, membre du Bureau exécutif général de l'Union des "Boot and Shoe Workers," était présente au Congrès à titre de délégué fraternel de la Ligue des femmes de l'Union de métier. Son message fit une profonde impression sur les délégués. S'il s'est trouvé quelque Thomas doutant de la nécessité d'avoir les femmes dans nos rangs au point de vue politique et industriel, nous ne craignons pas d'affirmer qu' il a été converti.

Mademoiselle Laura Hughes, nièce de Sir Sam Hughes, ministre de la milice du Canada, électrisa la convention avec le récit de ses expériences quand elle alla travailler dans les moulins à tricot dans lesquels l'on manufacturait les objets nécessaires à la guerre. Elle avait entendu parler de "sweating," mais n'avait jamais pu concevoir rien d'aussi pénible. Elle est devenue une alliée du mouvement laborieux, et, sans espoir de rénumération, elle prêche aux femmes l'importance de se syndiquer.

Mademoiselle Rose Henderson, de la "Juvenile Court" de Montréal, fit une adresse splendide, dans laquelle elle parla fortement en faveur de pensions pour les mères qui sont veuves. Ceci rencontra l'approbation du Congrès.

Les adresses des délégués fraternels de la Fédération Américaine du travail et du Congrès de l'Union britannique des métiers étaient inspirantes et instructives. Elles se rapportaient aux progrès de leurs corps respectifs ainsi qu' aux aspirations des travailleurs de leurs pays.

Le Congrès se prononça contre la conscription en termes énergiques.

L'on demanda une pension plus considérable pour les soldats qui retournaient et ceux qui en dépendent.

On augmenta le Conseil exécutif de 3 à 5. La proposition que la position du président soit honoraire, et que celle du secrétaire soit permanente fut renversée.

Sur la question de la cherté de la vie, la convention décida unanimement que le gouvernement prenne action immédiate et effective.

On observa que depuis le commencement de la guerre, les "Ordres du Conseil" avaient fait des choses merveilleuses.

La question de savoir si la convention devrait envoyer un ou des délégués à la conférence laborieuse de la paix, tel que

suggéré par la Fédération Américaine du travail, fut le sujet d'une discussion animée. La question fut laissée au Conseil exécutif.

Cette conférence de la paix est proposée de siéger en même temps et à la même place que les diplomates européens se réuniront, quand s'arrangeront les termes de paix de la guerre actuelle. On a dit que s'il n'y avait aucun représentant du travail, les diplomates s'imagineront qu' ils représentent l'opinion du travail et agiront en conséquence.

Le rapport du secrétaire porta le nombre des membres à 66,573, une diminution de 4845 depuis le rapport de l'an dernier. Ceci fut réellement considéré comme une augmentation, vu que des milliers de membres des unions de métiers du Canada sont en service actif dans l'armée.

Les recettes de l'année se sont montées à \$13,646, avec une balance de \$2757.69. Ceci ne comprend pas \$10,000 dans le fonds de réserve.

David Rees des "Coal Miners" de Fernie, C. A., fut élu délégué fraternel au congrès britannique des unions de métiers. Thomas Stevenson, de l'Union typographique de Toronto et secrétaire du Conseil du district de la même ville, fut élu comme délégué fraternel à la Fédération Américaine du travail.

Le rapport du Conseil exécutif contenait ce qui suit d'importance majeure:

"De la confusion chaotique de cette guerre beaucoup de puissances, d'organisations et de combinaisons se leveront, avec une nature et un caractère d'antagonisme aux intérêts de la classe travailleuse; il est donc nécessaire que les représentants du travail aient l'oeil alerte sur les conditions présentes et sur les signes des conditions que nous aurons; il est nécessaire qu' ils aient une main ferme au gouvernement et qu' ils ne laissent le navire qui a voyagé à travers les vagues de l'opposition dans le passé se perdre dans une mer de conditions nouvelles et adverses dans le futur. Il faut de la vigilance partout; l'on doit redoubler les efforts dans la perfection de l'organisation; il faut scruter tous les mouvements législatifs et tous les signes qui pourraient indiquer ce qui pourrait survenir dans cette direction; finalement, nous devons renouveler notre ardeur dans chaque sphère d'activité, étudier plus profondément tous les problèmes se rattachant à la cause laborieuse, et se déterminer à sortir vainqueurs et mieux que jamais préparés à faire face aux difficultés exceptionnelles et inconnues que l'avenir nous réserve.

RÈGLEMENT DE CHELSEA.

Dans notre dernier numéros nous faisons allusion à la grève existant alors à Chelsea dans la manufacture de chaussures Walton, et nous faisons aussi mention d'un article précédent publié dans notre édition de juillet dans laquelle nous prédisions le fiasco du plan de bonus proposé par la dite compagnie et qu' on mit en force le premier août.

En octobre nous écrivons:

"Nous savons d'une manière certaine que beaucoup d'employés de la compagnie A. G. Walton préféreraient faire partie de l'Union des "Boot and Shoe Workers." Ils réalisent qu' ils se sont énormément trompés quand ils se laissèrent prendre par les organisateurs de la faction stupide, et ils en ont assez des grèves, non pas pour leur profit, mais pour celui de la stupide faction.

"La faction stupide a affirmé effrontément qu' elle représentait les véritables intérêts des ouvriers en chaussures, et qu' elle leur était fidèle. En voici un exemple. Il est sans doute vrai que la compagnie A. G. Walton et ses employés, en grande majorité, désirent, actuellement pacifier leurs conditions en s'unissant pour régler les conditions futures sous notre contrat d'arbitrage et notre ligue de conduite, mais les organicateurs belligérents de la faction simple, avec leurs méthodes radicales et leurs tactiques malhonnêtes, sont là pour arrêter le projet. La compagnie et les employés désirent en venir à un arrangement, mais la faction simple préfère s'opposer aux intérêts de ces ouvriers en chaussures."

Dans le même article nous avons démontré que la seule raison de la grève se trouvait dans le refus de la compagnie Walton de reconnaître la simple faction, et la grève s'est continuée pour nulle autre raison à part la tentative de forcer la compagnie Walton à reconnaître les U. S. W. of A., ou la faction simple.

Et maintenant nous en sommes venus à un règlement. Les grévistes furent tenus à contester seulement pendant onze semaines, sous la direction de la faction simple, dans le but de se faire reconnaître par la compagnie Walton.

Et quand arrive le règlement, voilà que cela consiste à simplement accepter l'augmentation de gages offerte au commencement, et le refus de la part de la compagnie Walton de reconnaître la faction simple. Après avoir lutté onze semaines pour se faire reconnaître, on va à la défaite par les termes mêmes du règlement.

Tout fut arrangé par l'intercession de citoyens influents de Chelsea, et l'on parvint à s'entendre entre comités représentant les employés d'un côté et la compagnie Walton de l'autre. Au lieu de reconnaître l'Union ainsi nommée, les termes du règlement statuèrent tout le contraire.

Maintenant, on crie victoire, et Walsh, dans une lettre-circulaire dit: "Les choses s'arrangèrent entre les représentants de la compagnie et ceux de la locale mixte No. 105 des U. S. W. of A." Plus loin il dit: "Ce règlement, pour le moins, est une reconnaissance partielle de l'Union et une admission tacite par la compagnie qu' on en est venu à un arrangement sous les auspices de l'Union."

Il a fallu faire des tours de force extraordinaires dans la langue anglaise pour donner l'apparence de victoire à une défaite. Puisque la compagnie a refusé pendant onze semaines de reconnaître la simple faction, s'il y a eu victoire, ce doit être du côté de la compagnie car elle n'a fait autre chose que ce qu' elle était prête à faire quand la grève se déclara.

Nous ne pouvons laisser passer une autre assertion de Walsh qui dit: "Il est certain que s'il n'y avait eu d'intervention de la part de l'Union des "Boot and Shoe Workers," il y a longtemps que les choses auraient été arrangées." Walsh sait, et les ouvriers en chaussures de Chelsea savent, que cette Union a positivement refusé d'intervenir demandé d'intervenir, et que beaucoup d'aucune manière. Il est vrai qu' on nous a d'ouvriers en chaussures de Chelsea nous prièrent de le faire, mais il est établi dans un document public, que nous avons positivement refusé de nous mêler dans cette affaire tandis que le trouble existait.

Un autre fait significatif dans le règlement des troubles de Chelsea se trouve dans le traité entre le comité des employés et la compagnie, consentant à renvoyer les disputes futures au bureau d'arbitrage de l'état du Massachusetts. Ainsi donc, la faction simple, si elle est reconnue, devra arbitrer; et si elle n'est pas reconnue, elle ne peut répudier l'arbitrage qu' en répudiant le traité fait par le comité des employés, composé, comme le dit Walsh, de membres de l'Union locale No. 105. Il est très-intéressant d'examiner le cour tortueux des champions prétendants de la faction simple. Quant à la compagnie Walton, il serait prématuré de les féliciter sur le passage d'un tel traité. Il n'y a rien de bien solide dans ce traité. On peut le briser avec impunité quand on le désire. Appuyant le comité des

employés nous trouvons les officiers de la faction simple criant victoire, et qui chercheront sans doute à établir ce point à la première occasion.

LES RÉPUDIATEURS.

Récemment, les monteurs de Lynn faisant partie de la faction simple, eurent une réunion pour faire l'élection d'un agent d'affaire. Depuis quelque temps la position était tenue par Thomas Lynch, ci-devant de Brockton, et qui prit une part active dans l'élection des officiers généraux de l'Union des "Boot and Shoe Workers" en 1906.

Dans l'élection d'agent Lynch fut défait par un vote de 36 voix par un nommé Fish. On découvrit des irrégularités, toutefois, vu qu'on trouva deux noms de plus que la liste contenait, et l'élection fut contestée devant le Conseil uni de la faction simple à cause de cette irrégularité.

Le Conseil de la faction invalida l'élection à cause d'irrégularité et ordonna une nouvelle élection pour la position d'agent d'affaire pour les monteurs de Lynn. A la seconde élection Fish recut 356 votes contre 194 pour Lynch.

Pour nous, le point significatif n'est pas que Lynch ait été défait, mais il y a eu un parallèle distinct entre ce qui vient d'arriver et l'élection referendum des officiers généraux de l'Union des "Boot and Shoe Workers" en 1906. On se rappelle que dans cette élection l'on découvrit grand nombre d'irrégularités et le Bureau exécutif national dut mettre de côté les votes de plusieurs unions à ce propos, ordonnant une nouvelle élection.

A cette époque M. Lynch fut l'un des plus actifs pour demander qu'on répudie la décision du Bureau Exécutif général en portant la cause devant les tribunaux. Après leur défaite devant les tribunaux une convention spéciale fut convoquée, dans laquelle, M. Lynch, comme procureur des contestants, prétendit qu'on devait leur donner les positions parce que les quelques irrégularités n'auraient pas changé le résultat général.

Dans l'élection de Lynn on n'a pas vu M. Lynch demander que la position fut passée à son adversaire parce que l'irrégularité de deux votes n'aurait pas changé le résultat général. Au contraire, il appuya l'action du Conseil uni de la simple faction, se rendant ainsi stupide dans son attitude à l'élection des officiers généraux de l'Union des "Boot and Shoe Workers" en 1906.

De point en point la faction simple a répudié elle-même, par sa propre expérience, chaque objection qu'elle a faite à l'Union des "Boot and Shoe Workers." Les fondateurs de cette faction de scissionnaires étaient opposés à des contrats à date spécifiée avec les patrons, mais depuis un an ou deux ils abandonnèrent cette position. Ils étaient contre l'arbitrage, mais ils l'acceptèrent ensuite avec le Bureau local mais s'y opposèrent d'une manière inaltérable avec le Bureau d'arbitrage de l'état du Massachusetts.

Plus récemment ils se plurent à accepter les bons offices du Bureau d'arbitrage de l'état du Massachusetts, et maintenant à Chelsea si l'on doit écouter leurs cris de victoire, ils ont même accepté le Bureau d'arbitrage de l'état du Massachusetts même quand leur union ainsi nommée n'est pas reconnue.

L'ELECTION UNIE (?) DU REFERENDUM

Nous venons de dire que la faction simple qui débuta avec une proclamation de ses desseins valeureux et son esprit invincible a répudié chacun de ses principes, mais l'on peut dire qu'il lui reste, comme seul actif de son programme primitif, l'élection sacrée et sainte du referendum, et nous allons voir ce que cela vaut.

Ils viennent d'avoir une élection générale pour remplacer l'illustre Erlando comme organisateur général. On sait qu'Erlando vient de se retirer sur une ferme péniblement gagnée afin de se reposer du travail qu'il a fait pour les ouvriers en chaussures, et incidemment pour lui-même.

La position d'Erlando était importante car nous devons supposer, du titre d'organisateur général, qu'il doit diriger le travail d'organiser tous les ouvriers en chaussures en une branche du tronc principal. Il y avait deux candidats pour cette position Oldham et Watson, tous deux reconnus comme les meilleurs exposants de la théorie mathématique subornant la faction simple, ce qui n'indique pas deux fois deux plus deux, mais deux moins deux.

Maintenant, le vote total cette élection générale, venant des membres de la faction simple du pays entier, tel qu'indiqué par les 1663 votes pour Oldham et les 396 pour Watson, était de 2059, et ce nombre de 2059 comprend le vote total de tout le pays. Il est compris qu'un peu plus que la moitié de ce vote vient de Lynn, où la faction s'im-

ple prétend avoir 15,000 membres, en chiffres ronds.

Voilà une autre victoire glorieuse pour le système de referendum, en ce que dans la ville de Lynn, si leurs réclamations sont fondées, à-peu-près un membre sur quinze vota dans une élection générale dans laquelle nonseulement il fallait élire un organisateur général, mais aussi les membres du Bureau général exécutif ainsi-nommé.

On rapporte maintenant qu'une assemblée spéciale du Bureau général exécutif de la faction simple doit avoir lieu bientôt, dont l'objet principal est de considérer le protêt du candidat défait contre quelques conditions ou pratiques durant l'élection. Et ceci démontre encore quelle chose magnifique est cette élection de referendum, car cela tient les membres de la faction simple occupés durant l'année entière ayant des contestations, avec bulletins répétés, des irrégularités, de nouvelles élections avec protêts, de nouveaux bulletins, tandis que les membres sont si enthousiastes que moins de un sur dix vont voter.

Cette élection de referendum ainsi-nommée a adopté un bénéfice mortuaire de \$100 "pour être payé sur le fonds de bénéfice mortuaire de l'organisation générale." Voilà qui est riche, aussi. Au début, en 1909, ils se déclarèrent contre les bénéfices de maladie et mortuaires, et ils ont maintenant répudié cette position aussi, en adoptant le bénéfice mortuaire. C'est humanoristique. Prenez note que ce doit pris sur le fonds de l'organisation générale ainsi-nommée a un fonds de bénéfice mortuaire, ou aucun autre fonds?

PETITES NOTES.

Les partisans de l'arbitrage compulsoire sont un peu ridicules sur cette terre. C'est un écho de la menace d'arrêter les chemins de fer.

Une erreur par trop commune est de penser qu'on peut guérir tous les maux humains au moyen de législation. Voilà pourquoi, quand il y a crise quelqu'un cherche à faire une nouvelle loi.

En dépit de toute l'expérience que nous avons à faire des lois et du nombre considérable d'avocats que nous avons, les lois devisement plus compliquées d'année en

année. A mesure qu'on ajoute de nouvelles lois une plus grande confusion existe et l'on se demande, qu'est ce que loi?

Il est certain qu'on ne pourrait faire une loi stable, qui rendrait un homme esclave et l'empêcherait de cesser de travailler. Ce serait une servitude involontaire défendue par la constitution des États-Unis.

Aucun partisan de l'arbitrage compulsoire, ou travail compulsoire, les deux étant synonymes, trouvera de la difficulté à faire exécuter une telle loi. Il y aurait trop d'opposition. Les travailleurs à gages d'Amérique ne se laisseront pas mettre dans les fers, et si on les y met ils briseront ces fers. Ceci est arrivé en Australie, à la Nouvelle Zélande et au Canada, et cela arrivera encore aux États-Unis si c'est nécessaire.

Les unionistes de métiers savent bien qu'ils ne peuvent trouver du soulagement dans la législation, mais au moyen de la force de leur propre organisation économique ou union de métiers. Si nous désirons huit heures d'emploi privé, notre propre force économique doit établir ces huit heures. Si nous voulons des gages élevés, nous devons lutter pour les avoir au moyen de nos unions de métiers.

Nous ne pouvons chercher une législation qui forcerait les patrons à faire notre volonté, à moins que nous concédions aux patrons et au public le droit de chercher à nous attacher les mains.

Le travail syndiqué réalise que l'espérance de son avenir se trouve dans la liberté de ses membres au moyen d'associations volontaires donnant ou retenant leur pouvoir laborieux, arrangeant les heures, les conditions et les gages par traité mutuel et contrat avec les patrons sans l'intervention d'hommes d'état, de législateurs ou de tribunaux.

Les travailleurs à gages sont trop nombreux pour être esclaves. Ils constituent la grande masse du peuple et ne sont pas pour être assujétis ou subjugués parce certains individus, même s'ils sont habiles.

Voici un autre trait du pouvoir des travailleurs à gage qu'il ne faut pas prendre

de vue, et c'est qu' en dépensant les gages qu' ils gagnent pour les nécessités de la vie ils peuvent contrôler le commerce du monde.

Prenons la ville de Boston comme exemple. Si les membres de l'Union des métiers de la ville de Boston et chaque membre de leurs familles se servaient de leur puissance d'achat entièrement dans l'intérêt du travail syndiqué; s'ils n'achetèrent que les produits du travail syndiqué, il ne se trouverait pas un marchand à Boston qui oserait, à un dînée de la Chambre de Commerce de cette ville, d'exprimer l'opinion que les mains du travailleur soient liées par aucune proposition semblable à l'arbitrage compulsoire.

Quand nous appuyons nos chachets d'unions, nous nous servons de l'arme la plus puissante pour affermie la cause du travail syndiqué, pour défaire tous ses ennemis, et pour améliorer la condition et le bien-être de tous ses membres.

Que chaque membre du travail syndiqué se souvienne de toujours appuyer non seulement son propre métier, avec ou sans cachet d'union, mais aussi tous les autres métiers, avec ou sans cachet. Patronisez le Cachet d'Union partout; mais donnez un franc support à tous les métiers qui ne peuvent avoir ce Cachet, pour quelque raison. Tous les travailleurs à gages sont dans le même navire, et l'on ne peut faire tort à l'un sans que l'autre le ressente.

Et encore, il y a la question de loyauté; loyauté au principe, loyauté pour soi-même et loyauté pour son prochain. On dit que la fin de la guerre européenne sera une source de trouble pour le travailleur sur ce continent. Il paraîtrait raisonnable de penser que quand tous ces travailleurs, en nombre si considérable, sortiront des manufactures où ils sont employés aux munitions, il y aura un surplus de travailleurs sur le marché et les affaires s'en sentiront. Si cela arrive, comme cela paraît probable, il est du devoir du travailleur à gages de chercher à rendre sa position plus forte autant que possible, afin que lui et les unions de métiers traversent ces périodes orageuses avec succès et continuent à aider le monde à acquérir une meilleure place pour les travailleurs à gages qui les suivront, ce qui signifie, en grande mesure, leurs propres enfants et les enfants de leurs enfants.

CONSERVING HUMAN LIFE.

Of late years we have heard much of the necessity of the conservation of our national resources—our standing timber, our coal beds, our iron and copper ore deposits, our sources of water power.

We are all interested in keeping for public use and benefit all that is left of our common heritage and in recovering as much as possible of the millions of acres of valuable timber and mineral lands recklessly, if not corruptly, "granted" to railroads and other corporations and to private individuals.

But of far greater importance than the conservation of our sources of raw materials and of power is the guarding of the lives and the health of our people, a fact that is being realized in our more enlightened communities. The fearful waste of human life and the reckless disregard of health in American industries has become a national scandal. Each year a larger percentage of the men employed in our mines and on our railroads are killed or injured than were killed or wounded among the men engaged in the Civil War.

It is time that we change these conditions or we may have the same bitter experience experience as Great Britain. For generations she fostered her industries without regard to the welfare of the wage-workers. The result was the physical deterioration of the nation. On the other hand, Germany from the days of Bismarck has carefully guarded the health of her people. Her system of social legislation has kept them physically and mentally fit and this, in no small measure, explains the superiority of her armies.

Emerson says: "The truest test of civilization is not the census; nor the size of the cities; nor the crops—but the kind of men the country turns out."

The chief business of the state is to produce good citizens.—The Painter and Decorator.

A SWINDLE.

A young Italian who hasn't been long in this country wants something severe done to people who don't do as they advertise to do. He says he saw a sign in a street car:

"Buy O'Flannagan's rubber heels; 50 cents attached."

So he went and bought a pair, but there was no half dollar attached, and he believes he has been swindled.

OUGHT TO BE BUILDERS, NOT DESTROYERS.

By Robert Hunter.

Today union men often spend \$40 a month to destroy unionism where they give \$1 a month to build up unionism.

The union men of this country as a body spend no less than \$1,500,000,000 a year to purchase the necessities of life.

Every dollar of that immense sum that is spent for non-union goods is spent to break down the unions.

When a strike is on, union men all over the country send their contributions to support the strike.

They do all in their power to support their brother unionists when they seem to be in trouble, but the little strike which you aid here or there by contributions is nothing compared with the evil your millions of dollars do in supporting non-union products.

When a unionist spends \$40 a month buying scab products, he is trying with a great big hand to pull down the unionism which his poor little dollar of dues to his union is trying to build up.

When a union man gives a dollar a month to support his union, he is very proud of himself as a good unionist. He thinks himself a philanthropist. Perhaps he thinks that miserable dollar a month will build up a powerful trade union movement. But it never can while he continues to put many dollars a month into ten-cent stores and the purchasing of the products of prison and scab labor which is cutting the very ground from under his union.

Suppose every man of the three million trade unionists in this country considered it a crime to buy prison products or scab labor products; suppose the merchants knew that every penny of the billion and a half dollars spent by these trade unionists would be spent only for union goods, what would you see?

Every store in this broad land patronized by workmen would have a big union label over the door. Merchants would themselves advertise the union label, and manufacturers would produce union products and hire union labor or go bankrupt. If union men bought right they would not have to strike so much.

That, brothers, is the power of unity in the small matter of spending a week's wage. The buying power of labor, if exercised in unity, would solve many of the problems of labor.

Back of every union fighter, back of every

strike, back of every industrial battle, would be the power of three million men and the power of a billion and a half of real dollars spent each year.

Every dollar spent by union labor for union goods is money in your own pocket. Think of that!

GLITTERING POSSIBILITY.

"Professor," said the reporter, "you have read, I presume, what Edison or somebody says about the feasibility of extracting gold in paying quantities from the dirt in the streets."

"Yes."

"May I ask what you think of the idea?"

"Well," said the professor, "it seems to me highly probable that it can be done. Speaking as a taxpayer, I know that we sink all kinds of money in our streets."—Chicago Tribune.

HIS MOVE.

"I was standing peaceably on the corner, not bothering anybody, when a big husky cop came up and told me to move on."

"And you were just fool enough to do it, I suppose. Don't you know that you had a perfect right to stand there as long as you pleased?"

"Oh, yes, I know that, but I was afraid the cop didn't know it."

SLIP IT TO HIM NOW.

If with pleasure you are viewing any work a man is doing,

If you like him, if you love him, tell him now;

Don't withhold your approbation 'till the parson makes oration,

And he lies with snowy lilies on his brow;
For no matter how you shout it, he won't really care about it,

He won't know how many tear-drops you have shed;

If you think some praise is due him, now's the time to slip it to him,

For he cannot read his tombstone when he's dead.

It has lain in the dust for ages,
By the feet of Might downtrod,
And the world stood back and cried "Alack!"
But, this is the will of God.

—Ella Wheeler Wilcox.

ILLITERATE ALIENS INCREASING IN UNITED STATES.

The number of aliens in this country over 21 years of age who have taken no steps to become citizens increased from 900,000 in 1900 to 2,600,000 in 1910, according to Senator Dillingham in a speech last week in the senate. He said that the latter figures exceed the presidential vote of 15 western states and that it is both wise and necessary for a literacy test to be applied to this increasing number of immigrants.

"What does it mean," he asked, "to have in this country 2,600,000 alien-born men—I am not speaking of women or children—who, as late as 1910, had not taken a single step toward becoming American citizens, but who, under our naturalization laws, were substantially all entitled to become citizens of the United States? What does it mean to have 2,600,000 men who are aliens, who are liable to come into full citizenship almost immediately? Do you realize that this vast volume of male aliens amounts in number to one-seventh of all the votes cast in the presidential election of 1912? The possibilities suggested by the presence in this country of such a vast number of prospective, and to a large extent uneducated, voters can only be understood when I state that the entire presidential vote of California, Oregon, Washington, Montana, Idaho, Wyoming, Nevada, Utah, Colorado, Arizona, New Mexico, North Dakota, South Dakota, Nebraska and Kansas in the election of 1912 amounted only to 2,280,000; and yet we had substantially that number of alien-born men in the United States on that date all ready to become citizens of the United States."

Senator Dillingham was a member of the immigration commission, appointed by congress to investigate this question. He stated that agents of the commission came in contact with 86,000 persons in the iron and steel industry and found that the average wage of these 86,000 persons was \$326 a year.

PUBLIC MUST PAY AS FOOD PRICES SOAR.

Z-z-zip! Food prices are skyrocketing. Bread and meat and eggs and vegetables and about everything that mother needs for cooking a dinner has increased in cost. Local dealers who were interviewed almost to a man admit that the soaring prices have not yet reached their zenith. During the winter

they say, eggs will be \$1 a dozen, and butter will be \$1 a pound.

Meanwhile the producers, the wholesalers, the middlemen, the retail dealers, all engage in the popular pastime of passing the buck on to the public. The consumer must pay the rising costs.

In almost all restaurants prices are jumping skyward. The roof seems no longer to be the limit in any place as far as the prices are concerned. Dinners that were a quarter are 30 cents now. Childs' chain of restaurants has increased its prices. For instance, two eggs, fried, boiled or scrambled, were 15 cents. They are 20 cents now. Pies are 10 cents instead of 5, an increase of 100 per cent. Bacon and eggs are 30, instead of 25 cents.

In many of the larger cities, such as New York, some of the eateries have introduced the plan of charging 10 cents for the privilege of letting you order food at increased prices at their places. Local restaurateurs reluctantly admitted that some of them might soon be forced to adopt similar means if they did not want to be driven into bankruptcy by the high cost of foods.

Vegetables are keeping step in the ascending scale with other products. Potatoes and corn may soon be out of reach of the workers' purchasing power.

HIS CAREER.

When young Bingley was graduated from high school his family couldn't decide what to make of him. His father wanted him to go to law school, and his mother wanted him to study for the ministry and become a missionary, while his Uncle John thought he ought to take up medicine.

"What did they finally decide?"

"They didn't decide anything. The boy just drifted into the hay and feed business."

A STRING IN HIS "COMPLIMENT."

"My dear," said Mr. Hawkins to his better half the other evening, "do you know that you have one of the best voices in the world?"

"Indeed?" replied the delighted Mrs. H., with a flush of pride at the compliment. "Do you really think so?"

"I certainly do," continued the heartless husband, "otherwise it would have been worn out long ago."

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINES, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.

B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio

JOHN F. REARDON, Gilloh Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
"0" 278	Edw. Lynaugh.	Webster, Mass.
19	F. Romonoskie,	Frammingham, Mass.
21	Austin H. Jenkins,	Manchester, N. H.
35	W. F. Sullivan,	Brockton, Mass.
36	C. A. Skinner,	Brockton, Mass.
38	Willie Poste,	Brockton, Mass.
48	Henry W. Holbrook,	Rockland, Mass.
48	Winfield Sargent,	Rockland, Mass.
105	Jeremiah F. Buckley,	Whitman, Mass.
268	William J. Nowak,	Chippewa Falls, Wis.
371	Louis H. Richmond,	No. Abington, Mass.
469	Earl Goldsmith,	Augusta, Me.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.

5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.

6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union, and mailed by him to the General Secretary-Treasurer, within 24 hours.

3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer, who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP. REVISED TO NOV. 1, 1916.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros. Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- *12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton Mass.

- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Kelfer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., So. Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 94 Burt & Packard Co., Brockton, Mass.

- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98, Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 Julian Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.

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- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimmon Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.
- 270 Mound City Shoe Co., St. Louis, Mo.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Mooar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *249 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.

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- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 320 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS

- | | |
|--|--|
| <ul style="list-style-type: none"> *4 Hamilton-Brown Shoe Co., St. Louis. *10 Columbia Shoe Co., Sheboygan, Wis. *15 Victor Shoe Co., Salem, Mass. *21 C. H. Alden Co., No. Abington, Mass. *32 A. E. Little & Co., Brockton, Mass. *36 Geo. A. Slater, Montreal, Can. *45 W. L. Douglas Shoe Co., Brockton, Mass. *46 Johansen Bros. Shoe Co., St. Louis, Mo. *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. 55 Donovan-Giles Co., Lynn, Mass. 58 Ira J. Webster Co., Haverhill, Mass. *65 D. Armstrong & Co., Inc., Rochester. *68 Thompson & Crocker Shoe Co., Boston. *76 Cass & Daley Shoe Co., Salem, Mass. *83 Framingham Shoe Co., Framingham, Mass. 87 J. J. Grover's Sons, Stoneham, Mass. *103 V. A. Strout Shoe Co., Boston, Mass. *114 Ames-Holden, Ltd., Montreal, Can. | <ul style="list-style-type: none"> *188 Wichert & Gardner, Brooklyn, N. Y. 190 Arista Shoe Co., Lynn, Mass. 193 H. O. W. Co., Chicago, Ill. 195 Monroe Shoe Co., Rochester, N. Y. 197 The A. B. C. Shoe Co., Rochester, N. Y. 209 Flower City Shoe Co., Rochester, N. Y. *210 J. & T. Bell, Montreal, Que. 238 Globe Shoe Co., Syracuse, N. Y. 239 Garfield Shoe Co., Chicago, Ill. 248 The Pickett Shoe Co., Boston, Mass. *285 Leonard & Barrows, Belfast, Me. *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass. *344 Rideau Shoe Co., Ltd., Massillonville, Que. *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada. *350 Slater Shoe Co., Montreal, Que. 383 Braintree Shoe Co., Boston, Mass. |
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- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- *135 Jacob M. Postman, New York City.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *160 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



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THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

Page

ORGANIZED LABOR'S FINANCIAL POWER	1
COMPULSORY PHYSICAL EXAMINATION	3
A LITTLE BIT OF ANCIENT HISTORY	5

EDITORIALS

SUPPORT UNION LABELS	8
DEATH OF THOMAS F. TRACY	9
INCREASING COST OF LIVING	10
THE COST OF COAL	11
OUR UNION FUNDS	12
BRIEFS	12
FRENCH DEPARTMENT	14

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER
BOSTON, MASS.

ORGANIZED LABOR'S FINANCIAL POWER

The ancient Greeks had it that the earth holds all undeveloped wealth—that is, the original things that have wealth or from which wealth may be developed. It may be upon the earth's surface or so far below it that neither human eye can see nor human mechanism reach it. Each, however, may show samples and specimens of wondrous value and beauty, and what the eye discovers the hand may develop. The theory of the Greeks was as profound as it was true, in fact, but God created the heaven and the earth and made man his instrument in discovery and development to mortal beings.

We do not depend wholly but largely on the soil or the seed that grow in it, nor upon the success that nature, when in her warm moods, gives to either. The same creator has taught us to depend also upon the faculties and strength which he has given us. It is said, figuratively, that we are of the dust of the earth, and in the theory of many we shall again return to it, while the insistence of many others is that our dust will again be of utility. For myself, I can hardly imagine that I shall be turned into a plowshare, nor that a plowshare will ever be turned into me.

However, these things may be, discovery and development of nature's wealth will continue and man be its seachlight and the hand that will move his mechanism, but all and everything will need and require his labor in order that all that is brought from the depth or taken from the surface of the earth to be turned into wealth may be made beautiful, useful and productive.

What a wonderful thing, then, is Labor!

How poorly is it paid, how strangely some regard its dignity and service, some treating it with a contempt that makes them all the more contemptible for their contemptuous treatment. Is it true that this is the one country on earth where there is dignity of Labor; the one nation where contempt prevails for the man who has contempt for Labor?

I can hardly agree with the Colorado preacher-politician, for I am quite certain there are many who have contempt for the laboringman, notwithstanding he has made it possible for them to amass fortunes and affluence. I know one in Battle Creek, Mich., another in Dayton, Ohio, one in St. Louis, Mo., another in Indianapolis, Ind., and many more of their associates, who have an eminent respect for the laboring people so long as the toilers work for contemptible wages. Frankly, if there are no others, I am one in this nation who has a contempt for the man who, such as I mention, have a contempt for the laborer.

It is the inelegant thought that "money makes the mare go." I confess I am not in an elegant mood, and cannot resist asking of what service would the mare be had it only the wild doman of nature to live in, only wild fruit to subsist on, none to equip it with the auxiliaries of exertions and service or give it care, kindness and attention. The soil grows its food which the farmer cultivatingly tames. The earth produces the iron which the blacksmith shapes into shoes for its feet, the teamster guides and cares for its strength, the carpenter erects shelter for it from the season's vicissitudes, but

neither nature or the farmer, the blacksmith, teamster, carpenter nor other crafts furnishing auxiliaries entering into the work of the beast, are any more dependent upon money than money is dependent upon their labor to make the mare go.

Enlarge the illustration.

The United States government is just now actually needing a billion of dollars to enable it to avoid the verge of a financial fall, as the alarm has gone forth that the working balance in the treasury is so very near the danger line that unless there is an immediate, unusually heavy increase in receipts, certificates are foreshadowed "to keep the financial machinery going until incoming revenues increase sufficiently to relieve the alarming drain." A contemplated, but doubtful relief is evidenced in the demand, started by the American Bankers' Association, for a Central Bank "subsidized or provided with a capital from the government of \$100,000,000," which, it is "suggested," shall "be subjected to a bonded loaning to manufacturers, merchants and producers at a rate of 3 per cent."

Just here I, too, have a suggestion—that all labor should sit up and take notice of this. With such an indebtedness hanging over the government, the probable issuance of certificates, and the advantage that would be taken by manufacturers, merchants and "producers"—better say "promoters" and "brokers"—who might—undoubtedly would—control bonds and bonded loans, it may be seriously asked if there is not a crisis impending that would, at least might, fall heavily upon labor and insignificantly light upon Capital?

The optimist will say there is nothing to fear; that the government itself will provide the money, if not from its revenues, then from its mints, and the pessimist will answer that nature may not immediately yield up its precious metals or that the manufacturer may not find himself able to turn out other material requisite in the making of money.

Let me advise Mr. Optimist to have a heart-to-heart talk with Mr. Pessimist, since the latter is of that class that cannot be fooled "all the time," and in that class may be found the miner and the mare and the skilled mechanic and industrial toiler with an arm in the making of money and moneyed materials—in brief, with a power in all the industrial and business affairs of the country.

The American Federation of Labor is vir-

tually the congress of organized labor, although there is a small unaffiliated minority, part of which are numerically and financially strong, that do not bind themselves to or are bound by the congress. They are, however, organized, and with many that are unorganized associate their common interest with it in the common cause and give it at least a moral support. In the survey of general receipts and disbursements they join it as one institution having, as was safely estimated by the late Carroll D. Wright, a membership in excess of five million, three-fifths of which let it be stated constitute the organized class. The minimum wage of this united force was estimated Jan. 1, 1909, as earning \$1.00 on each of the 365 days of the year. Placing the united membership at five million, their united annual wages sum reaches one billion, eight hundred and twenty-five million of dollars. Three-fifths of this wage gross constitute the amount received by the organized class, the governing bodies deriving an income from membership fees, dues, assessments and exigent resources annually averaging \$11.80 per member. Give to this income the proper multiplication, and it will be seen that organized labor has an enormous sum of money which cannot be but simply amazing in its power throughout the land.

The public has no access to the itemized expenditures, but the fact is manifest that this vast sum is not hoarded, much less invested in stocks, bonds and other interest-bearing securities, but is moving in the deep, broad tide of business, aiding our purchasing power in all things and at all times. The presentation is something for the American people to study and reflect upon, and instead of weakening it or giving encouragement to its destruction, the wiser course is to morally support it as a factor shortening if not removing the danger line of a financial crisis.

To the unionist and all wage earners let me say, "Don't give up the ship."—Prof. Ezra G. Grey, in *The Carpenter*

Mr. Smith was telling some friends about a proposed fishing trip to a lake in Colorado, which he had in contemplation.

"Are there any trout out there," asked one friend.

"Thousands of 'em," replied Mr. Smith.

"Will they bite easily?" asked another.

"Will they?" said Mr. Smith. "Why, they're absolutely vicious. A man has to hide behind a tree to bait a hook."

COMPULSORY PHYSICAL EXAMINATION

By John P. White, President United Mine Workers of America, Speaking Before the Conference on Social Insurance, Washington, D.C., December 6th, 2.00 P. M.

Compulsory physical examination, whether of employes in industry or of any other class of citizens, involves an interference with the personal life of the individual so serious that it should be undertaken only on the assurance that the public welfare demands it and that the results are worth the sacrifice of that personal sanctity which our institutions have thrown about the individual.

This, in my judgment, is another way of saying that the state, not the employer, should undertake such examination, assuming always that public policy demands compulsory examination at all. I am not prepared to admit even this. Our well-to-do class manage to maintain a fairly high standard of health, and it has become a universal custom among well-to-do people to consult the doctor and the dentist on frequent occasions.

Compulsory physical examination is being urged only for wage earners. The reason is not far to seek. For the disinterested physician or scientist, it is a short cut to remedying a condition which is due to the fact that wages are too low to permit wage earners, as a class, to spare the means for doing what otherwise they would voluntarily do, and without prompting from any authority—that is, to consult the physician as frequently as necessary.

If we are to assume that insufficient wages, and the ignorance and helplessness attendant on low wages, are to remain with us always, then we could proceed with a program of paternalism and justify it. The fear of organized labor and lovers of human freedom generally is that low wages will become so buttressed by remedial measures of this sort that the public conscience will be dulled into an acceptance of low wages as a permanent institution.

Of course, in some occupations, such as that of locomotive engineer, certain physical tests are so necessary on the ground of public safety that no objection can be raised. But, with industry organized for private

profit, the weeding out of men not physically perfect by physical examination means only that those who pass the test will be subjected to greater strain than previously. The late Professor Hoxie of Chicago University, after conducting a thorough investigation of scientific management, expressed the opinion that the greatest danger now threatening the American wage earner is the speeding up of industry and the consequent physical strain imposed upon the worker.

If Professor Hoxie and other economists and students of industrial problems are correct, as I believe they are, then we must regard the entrance of a number of physically unfit men into industry as a blessing, if it serves to check the tendency toward more speed and greater strain.

As modern industries are organized today, the rejection of unfit men means, not the protection of those who are accepted, but license to increase the strain upon them so that eventually they, too, or their descendants, will be added to the class of the unfit. In this respect the fate of the physically fit is like that of the flower European manhood, maimed and slaughtered on the battlefield.

"They will scrap the whole human race if they keep on," said Andrew Furuseth in referring to the increase in efficiency devices, so-called. We are in great danger of losing entirely the human equation in industry, and with it the freedom of the individual. This is not only inhuman and intolerable from a humane standpoint, but it is not efficient. Human nature is too complex to measure men with a yard stick. Some of the greatest inventors and mechanics, not to mention statesmen and even soldiers, have been men who could never have passed the rigid physical tests imposed by some of our modern industrial corporations whose managers have gone mad over "efficiency." Many a young man, who might later invent a device which would revolutionize that particular industry, would be rejected and discouraged,

probably turned aside from what should have been his life work.

If physical examination of all persons is demanded on the broad grounds of social welfare, then let it be administered by the state.

Better still, let our scientists and wise men cease regarding the great mass of workers as densely ignorant and hopeless wards, over whom they must watch and care. Let them instead join with organized labor in demanding a fair wage, and then, take my word for it, the very men for whom they are now so solicitous will be found taking the best care of themselves.

It is certainly putting the cart before the horse to demand the weeding out of all save the physically perfect, while at the same time we permit low wages and poverty to continue to make physical fitness difficult or impossible to achieve.

I should like the advocates of compulsory physical examination to read what was written by Mr. Gilbert Chesterton, the English writer, when it was proposed by the health authorities of London to require the hair of all poor children to be cut short in order to rid them of vermin. In a classic passage, Mr. Chesterton points out that the true remedy would be to give the little child a leisured mother, and therefore to give the father a living wage and freedom from the extortions of the landlord.

"Rather than that one hair on the head of the street urchin be touched," concludes Mr. Chesterton, "we shall have a revolution."

It is always easy to experiment with the poor and humble and defenseless, rather than to attack the source of the problem, when that source lies in strongly entrenched privileges enjoyed by the few at the expense of the many.

A certain politician has the happy knack of being able to parry inconvenient interruptions with some smart retort that immediately quashes the opposition. He was speaking at a rather noisy meeting not long ago and, after a short time a big lump of wood was thrown at him. Fortunately, the aim was bad and it fell harmlessly on the platform.

Thespeaker picked it up and showed it to the audience.

"Good heavens," he exclaimed, in tones of mock anxiety, "one of the opponents has lost his head!"—Exchange.

DIVISION OUR DANGER.

Organized labor can not advance except through the organization of the workers.

The real test is the extent in which it has succeeded in enlisting in its ranks the working element of the community.

Nothing can take the place of organization.

The business of those entrusted with the destinies of the labor movement is to get the largest possible number of workers into the labor organizations.

The official or agent who is neglecting this for any cause is a failure.

The enemies of organized labor know that the thing they have most to fear is organization, and so they do their utmost to prevent it.

They keep the members and their official representatives busy with things that have no particular advantage to the movement.

They lead them off with false political issues.

They inspire dissatisfaction with the officials and agencies that are most active and effective in the work of organizations.

Anything to keep back the real progress of organized labor.—Los Angeles Citizen.

A TEST.

Without mentioning any names, there is a wife in this town who before letting her husband into the house at night makes him stand on the front porch and repeat the following:

"Six little thistle sticks."

"Flesh of freshly fried fish."

"Two toads, totally tired, tried to trot to Tedbury."

"Gives Grimes Jim's great gilt gig whip."

"Strict, strong Stephen Stringer snared slyly six sickly, silky snakes."

"She stood at the door of Mrs. Smith's fish-sauce shop welcoming him in."

"Swan swam over the sea; swim, swan, swim; swan swam back again; well swam swan."

"A haddock, a haddock, a black spotted haddock, a black spot in the black back of the black haddock."

"Susan shineth shoes and socks, socks and shoes shineth Susan. She ceaseth shining shoes and socks for socks and shoes shock Susan."

The poor fellow has been admitted into the house only three times during the past month.—Labor Clarion.

A LITTLE BIT OF ANCIENT HISTORY

The Trade Unionists and other students of economic history have always maintained that the wealth producers, the workers, through their natural ability, and through great sacrifice and suffering, have brought us to this great state of civilization that we enjoy today, and have placed us in a position to still further advance to greater success and progress. We have contentions once in a while from well meaning people that we are not quite right in these historical assertions, that other noble men and women who are not classed as the workers, have added their share to the great liberties and freedom that we boast of today. We have always acknowledged this fact, and appreciate and venerate the work of every individual and of every society that has added their might to our progress and advancement. But notwithstanding this, the workers being in the majority, and the ones that were compelled to make the sacrifices and pay the freight, must be given the greatest encomiums.

When we speak of the workers, we mean all workers whether they work with their hands or their brain. We are not compelled to go very far to prove our statements that the workers have been the main active and moral spirit ever since the world began, in improving civilization. History is completely filled with their wonderful exploits in this particular regard, even the proverbs that we quote in this modern day, and which are our guiding light in maintaining the "golden rule" as far as is possible. We have secured this information even from the slave. Almost every child that is able to read, has read and is acquainted with these great moral proverbs—Aesop's Fables. According to Herodotus, Aesop was a slave from the Island of Samos, and who flourished about the middle of the sixth century before Christ. He was a man without any learning, but inaugurated these moral stories in order that lessons could be given to other slaves, and to the people, that they might use them as a great moral code for their advancement and elevation. At that early period they were delivered from mouth to mouth, and afterwards written down and became the property of posterity, and we use them today just as com-

monly as we use the modern vernacular in expressing ourselves regarding the happenings of the present.

We are quoting some of these fables for mere argument's sake, to prove that the great light of liberty and freedom first sprung from the heart of the slave, which shows conclusively that nature itself inspired even the poor lowly slave with the blessed thought that every man, woman and child should be free in the highest acceptation of that term, that we understand liberty and freedom to mean. During those early years, they were compelled to speak in veiled terms, because of fear of the tyrants that ruled Greece in those barbarous days, but nevertheless these proverbs have sprung from nature itself, and others too numerous to mention were the foundations on which the great institution of liberty was raised, and which further proves conclusively that the civilization we enjoy today has been brought to us principally by what we call the "common people," which term is synonymous with liberty and freedom.

The Belly and the Members.

One fine day it occurred to the Members of the Body that they were doing all the work and the Belly was having all the food. So they held a meeting, and after a long discussion, decided to strike work till the Belly consented to take its proper share of the work. So for a day or two, the Hands refused to take the food, the Mouth refused to receive it, and the Teeth had no work to do. But after a day or two, the members began to find that they themselves were not in a very active condition; the Hand could hardly move, the Mouth was all parched and dry, while the Legs were unable to support the rest. So thus they found that even the Belly in its dull quiet way was doing necessary work for the Body, and that all must work together or the Body will go to pieces.

Moral—"We must all work in unison to be successful."

The Four Oxen and the Lion.

A Lion used to prowl about a field in which Four Oxen used to dwell. Many a time he tried to attack them; but whenever

he came near they turned their tails to one another, so that whichever way he approached them he was met by the horns of one of them. At last, however, they fell a-quarrelling among themselves and each went off to pasture alone in a separate corner of the field. Then the Lion attacked them one by one and soon made an end of all the four.

Moral—"United we stand, divided we fall."

The Bundle of Sticks.

An old man on the point of death summoned his sons around him to give them some parting advice. He ordered his servants to bring in a faggot of sticks, and said to his eldest son: "Break it." The son strained and strained, but with all his efforts was unable to break the bundle. The other sons also tried, but none of them were successful. "Untie the faggots," said the father, "and each of you take a stick." When they had done so, he called out to them: "Now, break," and each stick was easily broken. "You see my meaning," said the father.

Moral—"Union gives strength."

The Frogs Desiring a King.

The Frogs were living as happy as could be in a marshy swamp that just suited them; they went splashing about caring for nobody and nobody troubling with them. But some of them thought that this was not right, that they should have a king and a proper constitution, so they determined to send up a petition to Jove to give them what they wanted. "Mighty Jove," they cried, "send unto us a king that will rule over us and keep us in order." Jove laughed at their croaking and threw down into the swamp a huge Log, which came down—ker-splash—into the swamp. The Frogs were frightened out of their lives by the commotion made in their midst, and all rushed to the bank to look at the horrible monster; but after a time, seeing that it did not move, one or two of the boldest of them ventured out towards the Log, and even dared to touch it; still it did not move. Then the greatest hero of the Frogs jumped upon the Log and commenced dancing up and down upon it; thereupon all the Frogs came and did the same; and for some time the Frogs went about their business every day without taking the slightest notice of their new King Log lying in their midst. But

this did not suit them, so they sent another petition to Jove, and said to him: "We want a real king; one that will really rule over us." Now this made Jove angry, so he sent among them a big Stork that soon set to work gobbling them all up. Then the Frogs repented when too late.

Moral—"Better no rule than cruel rule."

The Town Mouse and the Country Mouse.

Now you must know that a Town Mouse once upon a time went on a visit to his cousin in the country. He was rough and ready, this cousin, but he loved his town friend and made him heartily welcome. Beans and Bacon, Cheese and Bread, were all he had to offer, but he offered them freely. The Town Mouse rather turned up his long nose at this country fare, and said: "I cannot understand, cousin, how you can put up with such poor food as this, but of course you cannot expect anything better in the country; come you with me, and I will show you how to live. When you have been in town a week, you will wonder how you could ever have stood a country life." No sooner said than done, the two mice set off for the town and arrived, at the Town Mouse's residence late at night. "You will want some refreshment after our long journey," said the polite Town Mouse, and took his friend into the grand dining room. There they found the remains of a fine feast, and soon the two mice were eating up jellies and cakes and all that was nice. Suddenly they heard growling and barking. "What is that?" said the Country Mouse. "It is only the dogs of the house," answered the other. "Only!" said the Country Mouse. "I do not like that music at my dinner." Just at that moment the door flew open, in came two huge mastiffs, and the two mice had to scamper down and run off. "Good-bye, Cousin," said the Country Mouse. "What! Going so soon?" said the other. "Yes," he replied.

"Better Beans and Bacon in Peace than Cakes and Ale in Fear."

The Wolf and the Lamb.

Once upon a time a Wolf was lapping at a spring on a hillside, when, looking up, what should he see but a Lamb just beginning to drink a little lower down. "There's my supper," thought he, "if only I can find some excuse to seize it." Then he called out to the Lamb, "How dare you muddle the water from which I am drinking?"

"Nay, Master, nay," said Lambkin; "if the water be muddy up there I cannot be the cause of it, for it runs down from you to me."

"Well, then," said the Wolf, "why did you call me bad names this time last year?"

"That cannot be," said the Lamb; "I am only six months old."

"I don't care," snarled the Wolf; "if it was not you it was your father," and with that he rushed upon the poor little Lamb and—ate her all up. But before she died she gasped out—

"Any excuse will serve a tyrant."

The Dog and the Shadow.

It happened that a Dog had got a piece of meat and was carrying it home in his mouth to eat it in peace. Now, on his way home he had to cross a plank lying across a running brook. As he crossed, he looked down and saw his own shadow reflected in the water beneath. Thinking it was another dog with another piece of meat, he made up his mind to have that also. So he made a snap at the shadow in the water, but as he opened his mouth the piece of meat fell out, dropped into the water and was never seen more.

"Beware lest you lose the substance by grasping at the shadow."

"Remember that it is always too late to sharpen one's sword when the drum beats to battle." Always be prepared.

The above proverbs as quoted and thousands of others have sprung from the natural philosophic minds of the slaves and workers and their use naturally has shaped our destiny and aided immeasurably in bringing us thus far on the great highway to further advancement and progress.

IF WE KNEW.

If I knew you and you knew me—
If both of us could clearly see,
And with an inner sight divine
The meaning of your heart and mine,
I'm sure that we would differ less
And clasp our hands in friendliness;
Our thoughts would pleasantly agree
If I knew you and you knew me.

—Nixon Waterman.

THE MOST UNKIND CUT.

The truest and most devoted friend that man ever had is the little inanimate bundle of nerves that stands guard by his bedside through the dead hours of the night, its palpitating little heart spreading cheer and confidence over the surrounding gloom. Yet man often forgets the debt of gratitude he owes this faithful and tireless little friend for the sleepless, watchful hours it subjects itself to in order that he may slumber in security and comfort, and when it sings its merry morning lay I have seen him, instead of bestowing fond caresses, reach from his warm quilts, grasp it ruthlessly and slam it into the farthest and darkest corner of the room, crushing the dainty hands that seemed uplifted in an attitude of horror and protection, scornfully muttering such uncouth and unworthy reproaches as these, "D—— that blinkety-blank alarm clock, anyhow!" then return to his snoring!—Zim, in *Cartoons Magazine*.

AN OFFENDED "CORPSE."

Actors have, as a rule, a wonderful store of stories upon which to draw, but they are by no means all so funny as that told by Walter Passmore concerning a certain fat actor who was invariably short of breath.

The poor fellow was certainly a bad actor, but he did his best throughout the play, and it was more his misfortune than his fault that the best he could do was so exceedingly poor that the audiences never ceased from "guying" him.

When, in the last scene of all, the unhappy Thesplan was supposed to be short, he probably thought that in simulated death he would enjoy temporary peace; but it was not to be, for even when lying dead on the ground his panting was only too visible to the audience, one member of which, in the gallery, shouted to a friend on the other side of the house, "I say, Bill, look how his bellows blows!"—a remark that flesh and blood could not endure unnoticed.

Gathering himself together, and with a look of intensely injured dignity, the corpse sat up and, with concentrated bitterness, replied: "Respect the dead."

... EDITORIAL ...

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

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Manager.



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Boston, Mass.

SUPPORT UNION LABELS.

It does not require more than average intelligence to understand that if all wage earners could be persuaded to concentrate their purchasing power on behalf of union label products and in support of union labor conditions, the cause of organized labor would be very materially advanced.

Much has been printed and spoken upon this subject. It has been explained how the wages of labor, when spent for the necessities or luxuries of life, constitute the great volume of the market in which the goods and wares of merchants and manufacturers are sold; in other words, the pay-rolls of the factories, work shops and mines, and industries of all kinds, constitute the great home market in which all those products are sold.

Therefore, the wage earners are, in a large sense, their own employers. The workmen in a shoe factory, in a narrow sense, do not employ themselves, but with a proper organization of the purchasing power of all the wage earners of all trades and callings, the shoe workers, acting in concert with all their fellow-workers in other trades, would become the employers, in a collective sense, of the shoe manufacturer for whom these particular shoe workers were working.

If the combined wage earners thought that that particular shoe manufacturer was fit to be employed by them, and if they were satisfied with his goods, they could continue to give him employment, but if they did not like his goods and were not satisfied with his general conduct, they

could discharge that shoe manufacturer just as easily, by withholding their patronage from his goods, as the shoe manufacturer could discharge the humblest workman in his employ.

We have repeatedly set forth in our frequent discussions of this subject that the conditions of competition and of trade are such that no merchant or store-keeper can afford to handle double lines of goods or to handle lines of goods that are penalized by being unacceptable to a very large proportion of the consuming public.

For instance, take a shoe dealer and place before him two lines of shoes of equal merit as to style and value and price. One line has the union stamp which entitles it to the patronage of all union labor; the other line does not have the union stamp and is not entitled to union labor patronage. If there is no demand for union stamp shoes, the dealer might choose a line without the stamp, because of some trivial preference such as a liking for the salesman; but if there is a demand for union stamp shoes, the dealer is obliged to buy the union stamp line, and he will not buy the shoes without the stamp because he cannot afford to carry a double stock, for one of which there is no special demand.

The same reasoning applies to all sorts of merchandise, and the same purchasing power can be exercised in every industrial line. The application may be different in some cases, and in some particular trades the workers must rely upon the general strength of union labor sentiment in the community, but the more the wage earners co-operate in the exercise of their purchasing power in the expenditure of their wages, the stronger the organized movement will be in every community, and the more numerous and enduring benefits the members, thereof, will receive.

The right of the employer to hire and discharge can be exercised by us. We can hire and discharge the employer as we will. It is not a question of what we can do, but what we will do. We have it in our power to discharge all the non-union employers, and we want to remember that when we spend one of our union dollars for a non-

union product, we have helped to discharge some union brother, and to put a non-union man in his place.

We would not like to have one of our brothers in another trade do that to us, therefore, we should be very certain not to do it to him; for when we weaken a sister union we weaken ourselves. Everytime one of us, by purchasing a non-union product, takes a dollar away from a union man in another trade, he is preventing that man from spending that dollar in support of our trade.

Now the union label cause has prospered and progressed. If that were not so, our union would very likely not be in existence today. There are other strong union label organizations, the existence of which, like ourselves, proves that the union label cause has progressed, but we all know that our progress has been snail-like compared with what it might have been had there been a greater degree of co-operation between wage earners of all crafts in the exercise of their purchasing power or in the spending of the wages they earn.

The lack of thought given to this subject by some union members is illustrated by the remarks we hear. For instance, a shoe worker, a member of this union, recently uttered the sentiment that because he was working in a factory that did not use the union stamp, when he was asked to purchase union stamp shoes, he was being asked to boycott his own labor and his own town. This same man had received a very material increase in wages through his affiliation with this union and because this union was strong in its position, said strength being very largely due to our union stamp which is supported by union men of other trades.

When a member of this union, just in receipt of an advance in wages due materially to union stamp support, can express an opinion like that, we can begin to understand how far short many wage earners are of the full performance of their trade union duty.

As wage earners we need not only to support the regular trade union labels of all crafts and industries, but we need to give stronger moral and financial support to those trades in which union labels are not practical; for instance, the building trades need our support. To quite an extent the building trade depends on the strength of all organized labor in the community, but do not make any mistake about it, we need

the support of the building trades for our union labels equally as much as they need ours; therefore, we must support all unions.

Another thing, we must support all forms of auxiliary movements that are calculated to assist in strengthening the union cause. There is the Women's Trade Union League, a movement for the purpose of organizing women wage earners into trade unionism and affiliating them with the general labor movement. This should have our warmest support in every possible field. It is designed to take female workers from the ranks of the unorganized, and add them to the union movement, thus making them potential consumers of union label products, as well as supporters of the organized labor movement.

Then there is the Women's Union Label League, a movement calculated to encourage the support of trade union labels among women, and especially among women who are not wage earners. The house-wife is not usually considered a wage earner, but she has a great deal to do with the spending of the earnings of the husband, and if she spends the husband's money for non-union products, she is discharging some union workman, putting a non-union workman in his place, and eventually tending toward the discharge of her own husband.

Here again applies all the reasoning used previously in this article to show why the wage earner should spend his earnings in the interest of the union cause, which is his cause. It is just as bad for a man's wife to spend his money for non-union products as it is for him to do it himself; therefore, we must support the Women's Label League and every other movement calculated in the least degree to increase the purchases of union label goods.

DEATH OF THOMAS F. TRACY.

November 3, 1916, Thomas F. Tracy passed into the great beyond.

At the time of his decease he was secretary of the Union Label Trades Department of the American Federation of Labor, and had been since the inception of the Union Label Trades Department.

Brother Tracy was a cigar maker by trade, and a sturdy and aggressive trade unionist throughout his life; he has been prominent in the trade union movement, and in the convention of the American Federation of Labor for many years.

We particularly wish to mention that in the year 1899, Brother Tracy was a fraternal delegate from the American Federation of Labor to the British Trade Union Congress.

Two months prior to the sailing of Brother Tracy for England to attend the British Trade Union Congress, our Boot and Shoe Workers' Union had held a convention in Rochester, at which we had adopted the new constitution providing for higher dues and benefits. Our union, however, was without funds and needed financial assistance to get on its feet.

Brother Tracy acted as our intermediary to ask on our behalf the National Union of Boot and Shoe Operatives of Great Britain for a loan of two hundred pounds, or \$1000, to assist our union in putting the new plan into effect.

Our request for the loan as preferred for us by Brother Tracy was granted, and we have acknowledged to our fellow-craftsmen of Great Britain, our indebtedness to them for their aid given to us at such a critical time in the history of this union, but so far as we can remember, this is the first time that any public acknowledgement has been made of the valuable assistance that Brother Tracy rendered to this Boot and Shoe Workers' Union in its time of need.

The life of a self-sacrificing trade unionist is full of acts of benefit to others that are not recorded and acknowledged. Thomas F. Tracy was a man of this type, and we desire that one of such actions performed by him shall never be forgotten. Our members who take a just pride in the present standing and condition of the Boot and Shoe Workers' Union owe a debt of gratitude to Thomas F. Tracy for his assistance rendered seventeen years ago.

INCREASING COST OF LIVING.

Everyone complains of the increasing cost of living which seems to affect everything that contributes to human life. Many theories are advanced as to reasons why, and as to remedies, but nothing is done, and the great mass of the people are constantly engaged in the almost hopeless effort of trying to make both ends meet.

In a recent issue, the Boston Transcript, an eminently respectful and conservative newspaper, under the title of HOW FOOD IS MADE COSTLY, published the following editorial:

"This is the story of a carload of eggs, and of its more than doubling in price. In-

cidentally, it is an illustration, taken from real life, of the manner in which the cost of the necessities of life is often enormously increased to the consumer without any increase of remuneration to the producer, through artificial and arbitrary manipulation by a series of middlemen.

"The story begins out at Decatur, Indiana, on June 8. The eggs, 311 cases, had just been collected, quite fresh, from the adjacent henneries, by the Decatur Produce Company. That concern had paid the poultry farmers something less than 24 cents a dozen for them, and on the day named it sold the lot to a wholesale merchant in New York for 24 1-2 cents a dozen. He sent them to cold storage. A fortnight later, on June 25, an enterprising pedler bought them for 25 1-2 cents a dozen, on a small margin of \$218.25; but instead of hawking them around the streets as was his custom he held them for a rise. He held them until Sept. 8, and then resold them to the very merchant of whom he had bought them, for 29 cents a dozen, thus making a neat profit without handling or so much as even seeing the eggs. An hour later the same day the merchant again sold them to another dealer for 30 cents a dozen.

"The eggs were now a little more than three months old, it having been just three months since they had originally been collected and sold in a lump for the first time; but they were still rated as 'fresh eggs'—though some say that this was through inadvertence. The latest dealer had them examined, with the result that they were pronounced not 'fresh' but 'refrigerated seconds.' He thereupon demanded that they be taken back by the merchant, at the same price, 30 cents a dozen. This was done, and the merchant became for the third time their owner, on Oct. 10. Eleven days later he sold them as 'refrigerated seconds' to another wholesaler, at 31 cents. This dealer sold five cases to a jobber at 32 cents, and five more to another jobber at 31 3-4 cents a dozen, and the remainder of the carload to another wholesaler at the latter price. But the very next day, Nov. 9, he bought them back at 32 cents. A few hours later he sold ten cases to a jobber at 32 cents, and the remaining 311 cases to another jobber at 32 1-2 cents. Four days later an egg candler and seller to hotels and restaurants bought twenty cases at 34 cents, and two days later, on Nov. 15, all the rest, 291 cases, at the same price. These latter were left in cold storage for the winter trade.

"The twenty cases which were taken out of storage on Nov. 13 were examined and divided into four grades. The best, at an age of between five and six months, were sold to hotels and high-class grocers at from 42 to 44 cents a dozen. One of the most expensive and fashionable hotels in New York took some of them. Those which went to grocers were retailed by them at from 45 to 55 cents a dozen. The second grade, 'watery and shrunken,' went to institutions, asylums, homes, etc., for cooking, at 42 cents. The third grade, consisting of those with cracked shells, went to the pastry manufacturers; while the fourth, consisting of those which were actually rotten, were dosed with carbolic acid and sold to tanners.

"Thus these eggs, which were purchased from the producers at a price which yielded the narrowest of profits, were withheld from use for nearly six months, and then, with their quality greatly deteriorated, were sold to consumers at about double the original purchase price. Meantime they were sold and resold, back and forth, among speculative dealers, merely on paper; just as stocks are dealt in on Wall Street—in at least one case the transaction being 'on a margin.' The farmer sold the eggs for less than twenty-four cents, and the city housekeeper bought them for fifty cents or more, and the difference went into the pockets of speculators. We may grant that some middlemen were necessary. But suppose that the Indiana company had sold the eggs to a New York wholesaler, he to retailers, and they to consumers. There would have been just four operations, with three intermediaries between producer and consumer. In this case there were no fewer than thirteen successive sales instead of four, and eleven instead of three intermediaries.

In such circumstances it is not to be wondered at that the cost of living greatly increases. But it is idle and impertinent to ascribe all of it to the war, to excessive exports, to the increased cost of poultry food, to the increase of farm laborers' wages, or to the demand of farmers for higher prices. None of these things had anything to do with the carload of eggs. The poultry farmers got no more for their eggs than they had got for years before. But a succession of middlemen put on addition after addition to the price, arbitrarily. They 'needed the money,' and they thought that they could starve the public into paying it. That was the secret of this case, and it is the secret, we fear, of very many other similar cases."

The above story of eggs may, no doubt, be repeated, in many of the other necessities of life. It merely serves as an illustration to show that when the speculator is permitted to hold perishable food stuffs while they deteriorate to the point of danger of health, the entire public is made to be the commercial prey of these modern pirates.

There is much talk of abolishing the middleman. It would seem as though the first step should be to eliminate the speculator, who has no legitimate stake in the game, but simply trades on all other people's necessities for a dirty profit.

THE COST OF COAL.

Recently there has been much discussion in the newspapers of the cost of coal, which in many of the eastern sections has nearly doubled in price. This increase in the cost of one of the necessities of life is especially burdensome upon wage earners, and upon all people of small income.

It is understood that coal dealers have charged that the radical increase in the price of coal is due to a lack of production at the mines. This amounts to saying that the mine workers who mine the coal are restricting output.

In view of the fact that the mining of coal is very largely done upon a piecework basis, the charge is ridiculous, and pieceworkers in shoe factories will so understand it.

In a late issue of the Mineworkers' Journal, the official magazine of the coal miners, an article was printed under the heading: "FAILURE TO DELIVER FUEL INTOLERABLE." The article follows:

"In the last few months we have heard and read the expressions of many and varied opinions as to what rights the public, represented by the government, has to control the policies of the great corporations to whom have been granted franchises which in effect include the control of the transportation facilities of the entire country.

"The financial policies of these great corporations; their policies in dealing with the hundreds of thousands of their employees—there may be many honest if divergent opinions as to whether the government is usurping authority when it seeks to direct these policies, but surely there can be no question as to the right of the people, through their government, to demand of the corporations to whom have been granted valuable franchises, originally the property of all the people—

adequate service; at the very least, service that will approximate adequacy to the extent that the people shall not be deprived of the absolute necessities of living through failure of transportation.

"We know that in our own industry the miners have been laid idle as much as half the working time because of what is termed 'car shortage,' while with no profit to the coal producers, and in this instance we include under that term the operators of coal mines who are not also interested in retail distribution, the price of coal is soaring to unprecedented heights, because of the insistent demand for coal that cannot be delivered where and when needed.

"We hold that there can be no excuse accepted for continuous obstruction of the modern highways of commerce. Embargoes on coal traffic, to make way for higher-paid freight, may be very profitable to the gentlemen who direct the policies of the roads but there should not be, and cannot be any doubt but that the people of the country have the right and power to demand in fulfillment of the conditions upon which franchises were granted to these corporations to operate the modern highways of commerce that the service shall be adequate to prevent suffering in one part of the country for the lack of necessities of living that can be plentifully produced in other parts of the country, naturally accessible by railroad haulage.

"The indications are that many poor families will be shivering over empty grates this winter because unable to pay the extortionate prices that are demanded for fuel; prices made possible by an artificial scarcity of the fuel supply, the result of the failure of the railroads to fulfill their obligations to the public.

"We can readily see in these conditions a menace to public safety, one that should be promptly and rastically dealt with."

From the foregoing, it appears that instead of coal miners restricting output, they have been in enforced idleness because of a car-shortage due to railroads giving preference to more profitable freight, while the people suffer for coal.

OUR UNION FUNDS.

At a recent meeting, the question was asked of the general secretary-treasurer as to what protection there was for the funds of the general union. Thinking this subject

may be of interest to some other members, we deem it proper to make the following statement:

When this union began to accumulate funds, it very wisely adopted the policy of depositing the funds in banks in different sections of the country, with not more than \$5000 deposited in any one bank.

The scattering of the deposits in this way was to prevent the possibility of our funds being seriously affected by any local panic.

Each of such deposits was made in the names of three members of the General Executive Board, to be drawn only upon their signatures undersigned by the general secretary-treasurer who was under bond.

The steady increase in the general union funds has compelled the raising of the limit of the deposit so that we now pursue the general policy of deposits in any one bank not exceeding \$10,000. That the banks, chosen for deposits of these funds, have been well selected has been proved by the fact that not a single dollar of such deposits has been lost through any bank failure, nor has a single dollar so deposited been withdrawn or used for any other purpose except the needs or obligations of the general union.

It has not been deemed advisable to publish a list of these banks, as it would be unnecessarily exposing the funds of the union to the risk of attachment in damage suits, which might be instituted by hostile employers for the purpose of embarrassing the union; but every man or woman who has served as a member of the general board knows the foregoing statements to be absolutely correct, and everyone who has served as a member of the general auditors knows likewise. In addition to the latter statement, we would say that the evidences of these deposits are submitted regularly to certified public accountants, and their report of our financial condition is submitted to each convention in company with the report of the general auditors.

BRIEFS.

With coal \$12.00 a ton at Providence, it would not appear as if Providence cut much ice in the coal business.

Some years ago a noted coal baron said something to the effect that God in his infinite wisdom had placed the coal properties in charge of certain individuals. If so, this is rather tough on the rest of us.

The gentleman did not say that the Almighty had placed the coal business in the hands of the railroads, yet we find that such is the case, or at least the railroads are in possession of the coal business much to our dissatisfaction and detriment.

The transportation of munitions may be profitable to the railroads, but whether such profitable freight should be taken to the exclusion of coal or other necessities of life, is a matter for the American people and their government to consider.

The government ownership of the railroads may not be desirable as a matter of choice but the action of the railroads themselves may make it a necessity from which there is no choice. If the railroads so conduct themselves as to lose public confidence so that capital for improvements cannot be obtained, and proper service to the public cannot be rendered, it may be necessary that government ownership shall follow.

The story of eggs as reprinted in this issue from the Boston Transcript sounds pretty bad, and makes us wonder how far we must consume impure foods in order that idle and unproductive speculators may grow rich.

Thomas F. Tracy was an uncompromising fighter for the trade union cause. He took his trade unionism "straight" undiluted with any fads or isms. The trade union movement needs thousands of men like him, and therefore must deeply mourn his loss.

President Willson has been re-elected, and at this writing has just appeared before Congress to urge legislation, leading to compulsory arbitration. Having been re-elected by the trade union vote, we are now to see whether he will offend these trade union voters by attempting to thrust upon them conditions of compulsory labor.

Politics are deceptive—neither measures nor men are what they seem. Profession before election is one thing; performance is quite another. The only real and reliable thing in the industrious life of the wage earner is the trade union. It, alone, is within his control. He and his fellow members make the union what they will, without asking Congress, the Courts, or the President.

If the unions were as strong as they ought to be, and would be, if each member did his or her full duty, there would be no politician who could afford to be antagonistic to the interests of labor. The process of pigeon-holing labor measures or of nullifying them, by inserting "jokers" in the bill, would have to stop.

To make our union movement strong enough to accomplish these results, are to analyze every improvement to give the fullest measure of support in all fields of union effort. If we organize our co-operative purchasing power, we can control all commercial activities, including manufacturing and wage policies, together with merchandise and real estate policies.

There is no limit to what we can do if we will. Our numbers are such or will be, if we become fully organized, that the volume of our wages when spent in the various channels of trade, becomes a commanding factor in the volume of business. If we direct and concentrate our purchasing powers toward union label products, we shall win against any and all opposition.

COST OF KILLING A MAN.

Several months ago I gave an estimate of what it costs to kill a soldier in war. Roger W. Babson has now marked down the price at \$15,000.

By a similar process of arithmetic it taxed the North \$60,000 to kill one Confederate soldier, but cost the South only a third of that to slap a Union soldier.

Wars, however, are not ended by the troops slain, but by those put out of commission. Von Moltke achieved quite as much by capturing Bazaine's 180,000 French troops in 1870 as if he had killed all of them.

Of the 400,000 which Napoleon's grand army lost in its march to and from Moscow, the Russians didn't kill more than one in twenty. Generals Frost and Famine took the others.

Sitting Bull, at the expenditure of a couple hundred dollars for powder and bullets, killed every one of Custer's little army, which probably set a low record for the cost of a soldier's life in battle.—Philadelphia Ledger.

.. FRENCH DEPARTMENT ..

APPUI AUX CACHETS D'UNION.

Il n'est pas nécessaire de posséder plus qu'une moyenne d'intelligence pour comprendre que si tous les travailleurs à gages pouvaient être convaincus de la nécessité de concentrer leur pouvoir d'achat en faveur des produits portant le Cachet de l'Union et à appuyer les conditions laborieuses de l'Union, la cause du travail syndiqué serait matériellement avancée.

On a beaucoup écrit et parlé sur ce sujet. On a expliqué comment les gages du travailleur, quand on les emploie pour les nécessités au le luxe de la vie, constituent la grande partie du marché dans lequel les différents produits sont vendus par les marchands et les manufacturiers; en d'autres mots, les registres de gages des manufactures, des boutiques, des mines, et des industries de toutes sortes, constituent le grand marché domestique dans lequel tous ces produits sont vendus.

Conséquemment, les travailleurs à gages sont en grande mesure leurs propres patrons. Ceux qui travaillent dans les manufactures de chaussures, ne se donnent naturellement pas de l'emploi, mais avec une organisation propre du pouvoir d'achat de tous les travailleurs à gages de tous les métiers et autres vocations, les ouvriers en chaussures, agissant de concert avec leurs compagnons de travail d'autres métiers, deviendraient les patrons, au point de vue collectif, du manufacturier de chaussures pour lequel ces ouvriers particuliers travaillent.

Si les travailleurs à gages combinés pensaient que ce manufacturier de chaussures particulier leur convenait et lui donnait de l'emploi, et s'ils étaient satisfaits de ses produits, ils pourraient continuer à l'employer, mais s'ils n'étaient pas satisfaits de ses marchandises et de sa conduite générale, ils pourraient congédier ce manufacturier de chaussures tout aussi bien en retenant leur patronage, tout comme le manufacturier pourrait congédier le plus humble de ses employés.

On nous représente souvent, dans nos fréquentes discussions sur ce sujet, que les conditions de compétition et de commerce sont telles qu'aucun marchand peut tenir une double ligne de produits, ou une ligne de marchandises ne rencontrant pas l'approbation, en grande mesure, d'un public consommateur. Par exemple, prenez un marchand de chaussures et donnez-lui deux lignes de chaussures d'un égal mérite quant au style, la qualité et le prix. Une ligne porte le Cachet de l'Union donnant droit au patronage du travail unioniste; l'autre, ne portant pas ce Cachet, ne donne aucun droit à ce patronage. S'il n'existe aucune demande pour chaussures portant le cachet, le négociant pourrait choisir une ligne sans Cachet à cause de quelque préférence triviale—la personnalité d'un agent-voyageur, par exemple. Au contraire, si cette demande existe, le négociant est forcé d'agir en conséquence et d'acheter les chaussures portant le Cachet. Il ne tiendra pas un assortiment double qu'il ne pourrait écouler.

Les mêmes arguments s'appliquent à toute marchandise, et l'on peut se servir du même pouvoir d'achat pour toute ligne industrielle. L'application peut différer dans certains cas, et dans quelques métiers particuliers les travailleurs doivent dépendre sur la force générale du sentiment d'union laborieux dans une localité; mais plus le travailleur à gages coopérera dans l'exercice de son pouvoir d'achat dans la dépense de ses gages, plus puissant sera le mouvement syndiqué dans cette localité, et plus nombreux et durables seront les bénéfices que recevront les membres.

Le droit du patron qui engage et congédie peut devenir notre droit. Nous pouvons engager et congédier un patron à volonté. Ce n'est pas une question de ce que nous pouvons faire, mais de ce que nous ferons. Nous avons le pouvoir de congédier tous les patrons non-unionistes, et nous devons nous rappeler que quand nous dépensons une de nos piastres d'union pour un produit non-unioniste, nous avons contribué à faire congédier quelque confrère unioniste, pour le remplacer par un non-unioniste.

Nous n'aimerions pas qu' un de nos frères d'un autre métier agisse de même à notre égard; conséquemment, nous ne voulons pas travailler à son détriment; car, quand nous affaiblissons une union — soeur nous perdons des forces nous-mêmes. Chaque fois qu' un de nous, en achetant un produit non-unioniste, arrache une piastre d'un unioniste d'un autre métier, il empêche cet homme de l'employer dans l'intérêt de notre métier.

La cause du Cachet de l'Union a prospéré et progressé. Si ce n'était pas le cas, notre Union n'existerait probablement pas aujourd' hui. Nous avons aussi d'autres organisations puissantes ayant le Cachet de l'Union. Leur existence, comme la nôtre, prouve que la cause du Cachet a progressé. Toutefois, nous savons tous que notre progrès a été minime en comparaison de ce qu' il aurait pu être au moyen d'un plus grand degré de coopération entre les travailleurs à gages de tous métiers dans l'exercice de leur puissance d'achat et de la dépense des gages qu' ils gagnent.

Le manque de réflexion de certains membres unionistes sur ce sujet est illustré par les remarques que nous entendons. Par exemple, un ouvrier en chaussures, membre de cette Union, exprima, récemment le sentiment que parce qu' il travaillait dans une manufacture ne se servant pas du Cachet de l'Union, on lui demanda de boycotter son propre travail et sa propre localité, quand il fut requis d'acheter des chaussures portant le Cachet. Ce même homme avait reçu une augmentation matérielle de gages par son affiliation à cette Union dont la force était en grande partie due à notre Cachet qui reçoit l'appui des unionistes d'autres métiers.

Quand un membre de cette Union, venant de recevoir une augmentation de gages due matériellement à l'appui que reçoit le Cachet, exprime une telle opinion, nous commençons à comprendre jusqu' à quel point beaucoup de travailleurs à gages sont loin de faire leur devoir en ce qui se rapporte à leur union de métier.

Non seulement nous devons donner notre appui, comme travailleurs à gages, à tous les cachets d'Union de tous les différents métiers et industries, mais nous devons accorder notre appui moral et financier le plus fort à ces métiers qui ne peuvent pratiquement avoir aucun Cachet; par exemple, les ouvriers—constructeurs ont besoin de notre appui. Le métier de construction dépend beaucoup sur tout le travail syndiqué dans une localité, mais il ne faut pas s'y tromper,

nous avons autant besoin des ouvriers—constructeurs qu' ils ont besoin de nous; conséquemment, nous devons appuyer toutes les unions.

De plus, nous devons appuyer toutes les forces des mouvements auxiliaires qui sont établis pour aider à rendre la cause de l'Union plus puissante. Il y a la "Women's Trade Union League," un mouvement dont le but est d'organiser les femmes travaillant à gages dans les unions de métiers et les affilier avec le mouvement ouvrier général. Ceci devrait avoir notre appui le plus ardent, partout. Le but est d'éliminer les femmes qui travaillent des rangs des non-syndiqués, et des les unir au mouvement unioniste, les plaçant ainsi parmi les consommateurs de produits portant le Cachet de l'Union, et ceux qui appuient le mouvement du travail syndiqué.

Nous avons aussi la "Women's Union Label League," un mouvement dont l'objet est d'encourager l'appui des cachets d'Union parmi les femmes, et surtout parmi les femmes qui ne travaillent pas à gages. La femme de maison n'est pas généralement considérée comme travaillant à gages, mais elle a beaucoup à faire avec les dépenses des gages de son époux, et si elle le fait pour des produits non-unionistes, elle prive de travail quelque bon ouvrier unioniste, faisant place pour un non-unioniste, et éventuellement traçant le chemin qui conduira au chômage de son propre époux.

Ici encore s'applique l'argument dont on s'est déjà servi dans cet article démontrant pourquoi le travailleur à gages devrait dépenser ce qu' il gagne dans l'intérêt de la cause de l'Union, qui est sa propre cause. Il est aussi injuste pour une épouse de dépenser les gages de son mari pour des produits non-unionistes qu' il le serait pour celui-ci de le faire lui-même; conséquemment, nous devons appuyer la "Women's Label League" et tout autre mouvement ayant pour objet, le moins, l'augmentation des achats de produits portant le Cachet de l'Union.

DÉCÈS DE THOMAS F. TRACY.

C'est le 3 novembre, 1916, que Thomas F. Tracy disparut de la scène.

A la date de son décès il était secrétaire du département des cachets d'unions de métiers de la Fédération Américaine du travail,

poste qu' il occupait depuis le commencement de ce département.

Frère Tracy était ouvrier en cigares de sou-métier. Il fut un robuste et agressif union-iste pendant sa vie; il a été éminent dans le mouvement de l'union des métiers, et dans la convention de la Fédération du tra-vail pendant de nombreuses années.

Nous désirons particulièrement mention-ner qu' en l'année 1899, frère Tracy fut délégué fraternel de la Fédération Améri-caine du travail au congrès britannique des unions de métiers.

Deux mois avant le départ de frère Tracy pour l'Angleterre pour assister à ce con-grès, notre union des "Boot and Shoe Work-ers" avait tenu une convention à Rochestér, à laquelle on avait adopté la nouvelle con-stitution avec cotisations plus élevées et bénéfices. Notre Union, cependant, était sans fonds et avait besoin d'assistance finan-cière pour se relever.

Frère Tracy agit comme intermédiaire et demanda en notre nom à la "National Union of Boot and Shoe Operatives" de la Grande Bretagne de prêter la somme de deux cent louis, ou \$1000, afin de mettre notre Union en mesure de faire marcher ce nouveau plan.

Cette demande soumise par Frère Tracy en notre nom fut accordée, et nous avons reconnu combien nous devions à nos ca-marades de métier de la Grande Bretagne pour l'assistance donnée, à un point si critique de l'histoire de cette Union, mais si nous nous rappelons bien, c'est la première fois qu' on reconnaît publiquement l'assis-tance précieuse que nous recevions alors de frère Tracy quand cette Union des "Boot and Shoe Workers" se trouvait dans le besoin.

La vie d'un unioniste de métier qui se dévoue est remplie d'actions de bénéfices pour les autres qui ne sont pas enregistrées et reconnues. Thomas F. Tracy était un homme de ce type, et nous désirons qu' un de ses actes ne soit jamais oublié. Nos membres qui sont justement orgueilleux de la condition présente de l'Union des "Boot and Shoe Workers" doivent une dette de gratitude à Thomas F. Tracy pour l'assis-tance qu' il nous donna il y a dix sept an-nées passées.

AUGMENTATION DE LA CHERTÉ DE LA VIE.

Chacun se plaint de l'augmentation de la cherté de la vie qui semble affecter tout ce qui contribue à la vie humaine. On a avancé

bien des théories pour expliquer les raisons de cette augmentation, et beaucoup de remè-des ont été recommandés; mais l'on ne fait rien, et la grande masse du peuple s'évertue dans un effort désespéré à trouver quelque moyen de rencontrer les dépenses.

Récemment, le Transcript de Boston, un journal éminemment respectueux et con-servateur, sous le titre de "How food is made costly," published l'éditorial suivant:

"Ceci est l'histoire d'un char chargé d'oeufs, et du prix qui a plus que doublé. Incidemment, c'est une illustration, prise de la vie réelle, de la manière que le coût des nécessités de la vie est souvent augmenté énormément pour le consommateur sans aucune augmentation de rémunération pour le producteur, au moyen de manipulation artificielle et arbitraire d'une série d'in-dividus.

"L'histoire commence at Decatur, Indiana, le 8 juin. Les oeufs, 311 boîtes, venaient d'être reçus, assez frais, des poulaillers ad-jacents, par la 'Decatur Produce Company.' Cette compagnie avait payé aux éleveurs de poules moins de 24 centins la douzaine pour ces oeufs, et les revendait, le même jour, à un marchand de gros de New York pour 24 1-2 la douzaine. Celui-ci les envoya au ré-frigérateur. Un quinzaine plus tard, le 25 juin, un entreprenant colporteur les acheta pour 25 1-2 la douzaine, avec une petite marge de \$218.25; mais au lieu de les colpor-ter par les rues comme il avait l'habitude, il les garda en attendant la hausse du prix. Il les garda jusqu' au 8 septembre; il les revendit alors au même marchand de qui il les avait achetés, pour 29 centins la douzaine, faisant un profit net sans aucun trouble et n'ayant même jamais vu les oeufs. Une heure plus tard, le même jour, le marchand les vendit encore à un autre commerçant pour 30 centins la douzaine.

"Les oeufs étaient alors âgés d'un peu plus de trois mois, puisqu' il s'était écoulé ce temps depuis la première transaction; mais on les mettait encore au rang des 'oeufs frais'—quoiqu' on ait dit que cela avait été fait par inadvertance. Le dernier commer-çant les fit examiner, avec le résultat qu' on ne les trouva pas 'frais' mais des 'deuxièmes de réfrigérateurs.' Il demanda donc que le marchand les reprenne, au même prix, 30 centins le douzaine. Ceci se fit et le mar-chand, pour la troisième fois, redevint pro-priétaire de ces oeufs, le 10 octobre. Onze jours plus tard il les vendit comme 'deuxièmes de réfrigérateurs' à un commer-

gant en gros, à 31 centins. Celui-ci en vendit cinq boîtes à un courtier pour 32 centins, et cinq à un autre courtier pour 31 3-4 la douzaine, et le reste alla à un autre marchand en gros à ce dernier prix. Mais le jour suivant, le 9 novembre, il les racheta à 32 centins. Quelques heures plus tard il vendit dix boîtes à un courtier pour 32 centins, et les autres 311 boîtes allèrent à un autre courtier pour 32 1-2 centins. Quatre jours plus tard un commerçant faisant spécialité de vendre aux hôtels et restaurants en acheta vingt boîtes à 34 centins, et deux jours plus tard, le 15 novembre, il prit les autres 291 au même prix. Ces derniers oeufs demeurèrent dans les réfrigérateurs pour le commerce d'hiver.

"Les vingt boîtes sorties du réfrigérateur le 13 novembre furent examinées et divisées en quatre grades. Les meilleurs oeufs, âgés de 5 à 6 mois, furent vendus aux hôtels et aux épiciers de haute classe, de 43 à 44 centins la douzaine. Un des hôtels des plus splendides et fashionable de New York en prit une partie. Ceux qui allèrent aux épiceries furent détaillés à 45 et 55 centins la douzaine. Le deuxième grade, 'liquide et rétréci,' fut envoyé aux institutions, les asiles, les maisons de refuge, etc., pour la cuisine, à 42 centins. Le troisième grade, consistant d'oeufs à coquilles craquées, alla aux manufacturiers de pâtisserie; tandis que le quatrième grade, consistant d'oeufs réellement gâtés, furent traités à l'acide carbolique et vendus aux tanneurs.

"Voilà donc des oeufs, achetés des producteurs à un prix rapportant un profit minime, retenus pendant près de six mois, et alors, avec leur qualité bien détériorée, vendus aux consommateurs au double du prix originel. Durant ce temps on les vendit et revendit, ici et là, à différents spéculateurs, sur papier; tout comme on le fait à la bourse sur Wall street—dans un cas au moins, la transaction se faisant 'sur marge.' Le fermier vendit les oeufs pour moins de vingt quatre centins la douzaine, et la ménagère de la ville les acheta à cinquante ou plus; la différence alla dans la poche des spéculateurs. Nous concéderons que quelques individus servant d'intermédiaires étaient nécessaires. Mais supposons que la compagnie de l'Indiana aurait vendu les oeufs à des négociants en gros de New York, ceux-ci les revendant à des détailliers qui les auraient transmis aux consommateurs. Il y aurait eu exactement quatre opérations, avec trois intermédiaires entre producteur et consommateur. Dans ce

cas nous comptons pas moins de treize ventes successives au lieu de quatre, et onze intermédiaires au lieu de trois.

"Dans de telles circonstances, doit-on s'étonner de la cherté de la vie? Mais il est inutile et impertinent de blâmer tout sur la guerre, à l'exportation excessive, à l'augmentation du coût de la nourriture pour les poules, à l'augmentation de gages pour les employés de fermes, ou la demande de prix excessifs par les fermiers. Aucune de ces choses pourrait étre concernée dans ce char chargé d'oeufs. Les éleveurs de poules n'ont pas reçu plus pour leurs oeufs qu'ils recevaient autre-fois. Mais une succession d'intermédiaires ajouta au prix de plus en plus, arbitrairement. Ils avaient 'besoin d'argent,' et ils crurent qu'ils pouvaient forcer le public à payer rubis sur l'ongle. Voilà le secret de ce cas-ci, et c'est aussi le secret, nous craignons, d'autres cas semblables."

L'histoire ci-dessus concernant les oeufs peut se répéter, sans aucun doute, dans beaucoup de cas se rapportant aux nécessités de la vie. Cela sert à illustrer, que quand le spéculateur peut impunément retenir des produits alimentaires au point qu'ils se détériorent au détriment de la santé, le public entier devient la proie commerciale de ces pirates modernes.

On parle beaucoup d'abolir les intermédiaires. Il semblerait que le premier pas serait d'éliminer le spéculateur, qui n'a aucun enjeu légitime dans tout cela, mais qui, simplement, commerce avec toutes les nécessités de la vie du peuple pour un sale profit.

LE COUT DU CHARBON.

Les journaux ont récemment beaucoup discuté le coût du charbon, dont le prix, dans plusieurs sections de l'est a presque doublé. Cette augmentation dans le coût d'une des nécessités de la vie est surtout onéreuse pour le travailleur à gages et tous ceux qui ont des revenus limités.

Il est compris que les commerçants de charbon ont attribué cette radicale augmentation dans le prix du charbon au manque de production aux mines. Ceci voudrait dire que les travailleurs—mineurs en réduisent la production.

En vue du fait que l'ouvrage des mineurs, se fait surtout à la pièce, cette accusation

est ridicule, et ceux qui travaillent à la pièce dans les manufactures de chaussures le comprendront facilement.

Dans une dernière édition du "Mine Workers' Journal," revue officielle des mineurs de charbon, on publie un article sous le titre, "Failure to deliver fuel intolerable." Voici cet article:

Dans les derniers mois nous avons entendu et lu les expressions d'un grand nombre et les opinions variées en ce qui regarde les droits du public, représenté par le gouvernement, dans le contrôle des polices des grandes corporations qui ont reçu des franchises qui incluent le contrôle des facilités de transport du pays entier.

Les polices financières de ces grandes corporations; leur conduite en traitant avec les cent mille de leurs employés—il peut se trouver un grand nombre d'opinions honnêtes et divergentes, à savoir si le gouvernement usurpe l'autorité quand il cherche à diriger cette conduite, mais il ne peut y avoir aucune question sur le droit du peuple par le gouvernement, de demander aux corporations auxquelles on a accordé de précieuses franchises, originellement la propriété de tout le peuple—un service proportionnel; au moins, un service qui ne devra pas priver le peuple de nécessités absolues de la vie par manque de transport.

Nous savons que dans notre propre industrie les mineurs ont été forcés à chômer la moitié du temps du travail à cause de ce qu' on a nommé "car shortage," tandis que sans profit pour les producteurs de charbon, et nous comprenons ici les opérateurs de mines de charbon qui ne sont pas aussi intéressés dans la distribution au détail, le prix du charbon s'élève d'une manière anormale, à cause d'une demande réitérée pour du charbon qui ne peut être livré là où le besoin se fait sentir.

Nous soutenons qu' il ne peut y avoir d'excuse pour obstruer les grands chemins modernes du commerce. Les embargos sur le trafic du charbon, pour faire place à un fret plus élevé, peuvent être très-profitables aux messieurs qui dirigent les destinées des chemins; mais ceci ne devrait pas exister, et il n'y a aucun doute que le peuple du pays a le droit et le pouvoir d'exiger l'accomplissement des conditions d'après lesquelles des franchises ont été accordées à ces corporations pour opérer les grands chemins modernes du commerce; le peuple a le droit de demander que le service soit de nature à prévenir qu' on souffre dans une partie du

pays du manque de nécessités qui peuvent être produites à profusion dans une autre partie, naturellement accessible par chemin de fer.

Tout indique que beaucoup de pauvres familles souffriront près de grilles vides cet hiver parce qu' elles ne pourront pas payer les prix exorbitants demandés pour le chauffage; ces prix sont dus à la rareté artificieuse du charbon, résultant de ce que les chemins de fer n'ont pas rempli leurs obligations vis-à-vis du public.

Nous pouvons facilement voir une menace contre la sûreté publique dans ces conditions, une menace qui devrait être supprimée d'une manière drastique.

D'après ce qui précède, il paraîtrait qu' au lieu de restriction de la part des mineurs de charbon, ceux-ci ont été forcés au chômage à cause de la rareté des chars due à ce que les chemins de fer donnaient préférence à un fret plus profitable, tandis que le peuple souffre du manque de charbon.

NOS FONDS DE L'UNION.

A une récente assemblée, l'on demanda au secrétaire-trésorier général quelle garantie avions-nous de la bonne administration des fonds de l'union générale. Croyant que ce sujet pourrait intéresser d'autres membres, nous soumettons ce qui suit:

Quand cette union commença à accumuler des fonds, elle adopta la sage résolution de les déposer en banque dans différentes sections du pays, ne gardant pas plus de \$5000 dans aucune banque.

Le but de disperser ces dépôts fut de prévenir toute possibilité que nos fonds deviennent affectés par aucune panique locale.

Chaque dépôt fut fait au nom de trois membres du Bureau général exécutif, ne pouvant être retiré que sur leurs signatures, et sousigné par le secrétaire-trésorier général qui est sous caution.

L'augmentation incessante des fonds de l'union générale a eu pour résultat qu' on a monté la limite des dépôts à \$10,000 par banque. Que les banques pour le dépôt de ces fonds ont été soigneusement choisies, on en a la preuve dans le fait que pas une piastre a été perdue par aucune faillite de ces institutions. De plus on n'a jamais retiré aucun argent que pour s'en servir pour les besoins ou les obligations de l'union générale.

On n'a pas cru prudent de publier une liste de ces banques, parce que ce serait exposer sans nécessité les fonds de l'union au risque de saisie dans des poursuites pour dommages, chose qui pourrait être faite par des patrons ennemis dans le dessein d'embarasser l'union; mais tout homme ou femme qui a servi comme membre du Bureau général sait que ce qui précède est exact, et ceux qui ont servi comme auditeurs le savent aussi. De plus, des preuves de ces dépôts sont soumis régulièrement à des comptables publics certifiés, et leur rapport de notre condition financière est soumis à chaque convention avec le rapport des auditeurs généraux.

PETITES NOTES.

Avec le charbon à \$12.00 la tonne à Providence, cette ville ne paraît pas "couper beaucoup de glace" dans le commerce de charbon.

Il y a quelques années un certain baron du charbon disait publiquement que Dieu, dans sa sagesse infinie, avait placé les mines de charbon en charge de personnes choisies. Si c'est vrai, voilà qui est un peu dur pour nous, pauvres mortels.

Le monsieur en question n'a pas dit que le Tout Puissant avait placé le commerce de charbon entre les mains des chemins de fer. Pourtant nous voyons que c'est ce qui arrive, ou, du moins, nous avons la preuve que les chemins de fer sont en possession du commerce de charbon, à notre mécontentement et détriment.

Le transport de munitions peut être profitable aux chemins de fer, mais l'on se demande si ce fret profitable devrait exister à l'exclusion du charbon ou d'autres nécessités de la vie. Le peuple Américain et le gouvernement doivent prendre cela en considération.

Le droit de propriété des chemins de fer par le gouvernement n'est peut-être pas désirable comme choix, mais les actions de ces chemins en feront peut-être une nécessité. Si les chemins de fer se conduisent de manière à perdre la confiance publique et empêchent qu'on puisse obtenir le capital nécessaire pour améliorations, et que le

public soit privé du service auquel il a droit, il peut devenir nécessaire que le gouvernement agisse en conséquence.

Cette histoire à propos d'oeufs, paraissant dans ce numéro, et emprunté au Transcript de Boston, est assez mauvaise, et l'on se demande avec étonnement comment longtemps il nous faudra se servir d'aliments impurs afin de permettre aux spéculateurs oisifs et inefficaces de s'enrichir.

Thomas F. Tracy fut un lutteur qui ne transigeait pas pour la cause de l'union des métiers. Il prenait son unionisme sans mélange, non-dilué avec aucune autre chose. L'union des métiers a besoin de milliers d'hommes comme lui, et, conséquemment, déplore sa perte profondément.

Le président Wilson a été réélu. Comme nous allons, sous presse il s'est présenté devant le congrès pour presser une législation tendant à l'arbitrage compulsoire. Comme il a été réélu par le vote unioniste, nous allons voir s'il osera offenser ces voteurs en leur imposant les conditions d'un travail compulsoire.

La politique est trompeuse. Ni les mesures ni les hommes sont ce qu'ils paraissent être. Ce que l'on professe avant les élections est une chose; les actes sont d'une autre couleur. La seule chose réelle et sur laquelle on puisse dépendre dans la vie industrielle du travailleur à gages, c'est l'union des métiers. C'est la seule chose sous son contrôle. Le travailleur et ses compagnons font de L'Union ce qu'ils désirent, sans avoir à consulter le congrès, les cours, ou le président.

Si les unions étaient aussi puissantes qu'elles devraient l'être—et elles le seraient si chacun faisait son devoir à la lettre, il serait impossible de trouver un politicien antagoniste aux intérêts du travailleur. Le procédé de mettre en case les mesures laborieuses ou de les rendre nulles, en insérant des "jokers" dans le bill, disparaîtrait bientôt.

Pour rendre notre mouvement d'union assez fort pour accomplir ces résultats, nous devrions analyser avec soin tout ce qui pour-

rait aider à appuyer les efforts de ce mouvement. Si nous organisons notre puissance d'achat coopérative, nous pouvons contrôler le commerce, les manufactures, les gages, les marchandises et les immeubles.

Il n'y a aucune limite à ce que nous pouvons faire. Notre nombre est tel, ou sera tel, si nous devenons entièrement syndiqués, que le volume de nos gages, quand on les dépense dans les différents canaux du métier, deviendront une puissance dans le commerce. Si nous dirigeons et concentrons notre pouvoir d'achat vers les produits portant le cachet de l'union nous vaincrons contre toute opposition.

TRIBUTE TO THE WORKERS.

The noblest men I know on earth
Are men whose hands are brown with toil,
Who, backed by no ancestral gifts,
Hew down the woods and till the soil,
And win thereby a prouder name
Than follows kings' or warriors' fame.

The workingmen, whate'er their task,
Who carry stone or bear the hod,
Reveal upon their honest brows
The royal seal and stamp of God;
And worthier are their drops of sweat
Than diamonds on the coronet.

God bless the noble working men,
Who build the cities of the plain,
Who dig the mines and build the ships
And drive the commerce of the main!
God bless them, for their toiling hands
Have wrought the glory of all lands!
—Col. R. M. Cochrane.

THEIR DESTINATIONS.

A very demure looking Salvation Army lassie, who was traveling in a railway train, was asked by a man sitting next her whether she believed every word in the Bible.

"Yes," she replied, "I do."

"Surely," exclaimed the man, "you don't believe that Jonah was swallowed by a whale?"

"I do," she answered, "and when I get to heaven I'll ask him about it."

"But suppose he's not in heaven?" inquired the stranger with a sneer.

"Then you ask him!" was the Salvation Army girl's reply.—Railroad Telegrapher.

JUDICIAL SOPHISTRY.

A great man once said that patriotism is the last refuge of the scoundrel. Another man said recently: The constitution is the last ditch of unrighteous wealth. It never occurred to the grand intellects that have time and again expounded the words of the Fourteenth Amendment in the interest of corporations and to the injury of labor, that after all there is a higher law than that of the constitution and its expounders, and that law is reason. If it is against the Fourteenth Amendment by a State law to deprive corporations of a small share of their ill-gotten gains in the interest of economic and social justice to workingmen, is it not by the some constitutional provision unlawful by corporations in the guise of wage contracts secured by duress to deprive workingmen of the products of their labor? If labor is property as the judiciary claim, by the stronger reason the product of labor must be property. By what process of reasoning, then, can the judiciary ignore the wholesale and universal custom of employers to appropriate for themselves the lion's share of the product of labor and thus support wholesale robbery in the face of the specific language of the Federal constitution? If a state has no power to enact a law depriving employers of a small part of their property, by what law can private corporations and individuals deprive their employes of the greatest part of the product of their labor? These are a few of the shortcomings of judicial logic, and human reason even of the lowest grade overthrows these monstrous judicial sophistries. If there is to be law and order in this land of ours, let there be law and order sanctioned by reason and justice to the workers as well as to those who live off the fruits of labor.

HE WAS WISE.

He had been calling on her twice a week for six months, but had not proposed. He was a wise young man, and didn't think it necessary.

"Ethel," he said, as they were taking a stroll one evening, "I—er—am going to ask you an important question."

"Oh, George," she exclaimed, "this is so sudden. Why—I—"

"What I want to ask is this," he interrupted: "What date have you and your mother decided upon for our wedding?"—Detroit Saturday Night.

POWER IS THE TOUCHSTONE OF LABOR'S SUCCESS.

The one thing which employers fear in labor organizations is power. Power is necessary to make these organizations effective. Some employers have officially endorsed labor organizations of the "proper kind." Of course the proper kind in their estimation is the carefully expurgated edition from which all evidences of power have been carefully repressed. Such institutions would be labor organizations in name only.

Only where organizations have power do they have effectiveness in bringing betterment into the lives of their members. Power cannot exist unless there exist the sinews and munitions for sustained insistence upon demands and rights. The power of an organization is related in a very vital sense to membership and to the dues paid into the union treasury.

Those organizations which are vigorous and powerful to promote the well-being of their members are invariably those organizations which have established high dues. Union funds constitute a kind of insurance for those who contribute them. Considered from a business viewpoint there is no investment that will give so high a rate of returns as union dues.

When the resources of an organization are ample, wage movements may be undertaken with a spirit of confidence and independence that has a helpful reaction upon recalcitrant employers.

Resources facilitate the extension of organization which in turn increases the power of the organization through increasing solidarity. Union resources put confidence into the unorganized to incur risks resulting from an enlistment in the ranks of the organized. Union resources protect the workers from wage reductions and poorer conditions of work because the power of self-defense constitutes a real argument against injury or provocation of contest.

A low-dues paying policy is not a profitable or a wise policy for organized labor. Indeed it would be good business sense to increase dues with every wage increase—the wage increase was due to organization and stronger organization will in turn bring other wage increases.

As union dues are increased more benefits can be made increasingly helpful and can be extended in variety. These benefits can be managed by the organizations more

cheaply and more satisfactorily than similar insurance can be furnished by state and private agencies. Assuring the unions control over these benefits removes all doubt of such assistance in industrial disputes.

Labor organizations embody an ideal, but that ideal must rest upon a practical basis if the ideal is to become reality. The practical resources to make any ideal reality depend in some degree upon the financial resources at command. The question of higher dues is one of fundamental importance to all workers. It is a matter that must not be pushed aside. It is a matter that should be given most careful and wise consideration. It is a fundamental matter because the dues paid in a large measure determine the power which the organization exercises for the cause of human welfare.—President Gompers.

THE FOLLY OF WAR.

I join with you most cordially in rejoicing at the return of peace. I hope it will be lasting, and that mankind will at length, as they call themselves reasonable creatures, have reason enough to settle their difference without cutting throats; for, in my opinion, there never was a good war or a bad peace.

What vast additions to the conveniences and comforts of life might mankind have acquired, if money spent in wars had been employed in works of utility!

What an extension of agriculture, even to the tops of the mountains; what rivers rendered navigable, or joined by canals; what bridges, aqueducts, new roads, and other public works, edifices and improvements, rendering England a complete paradise, might not have been obtained by spending those millions in doing good, which in the last war have been spent in doing mischief—in bringing misery into thousands of families, and destroying the lives of so many working people, who might have performed the useful labors.—Benjamin Franklin, a great American, on the conclusion of the Crimean War.

A little colored girl, a newcomer in Sunday school, gave her name to the teacher as "Fertilizer Johnson." Later the teacher asked the child's mother if that was right.

"Yes, ma'am, dat's her name," said the fond parent. "You see, she was named for me and her father. Her father's name was Ferdinand and my name is Liza. So we named her Fertilizer."—Boston Transcript.

ILLINOIS STATE FEDERATION OF LABOR 34TH ANNUAL CON- VENTION.

Report of Committee on Convict Labor.

Quincy, Ill., October 16, 1916.

To the Officers and Delegates of the Thirty-Fourth Annual Convention of the Illinois State Federation of Labor,

Greeting:—

The prison labor problem having been the subject of discussion of labor and reform organizations for the past fifty years or more, all students of the subject are rapidly coming to an agreement upon the following general principles covering the proposition:

1. The prisoner must be employed.
2. He must be employed productively.
3. He must not be exploited for private profit or in unfair competition with free labor.

There are several interests involved in the question of convict labor:

1. The interests of the state.
2. The interests of the prisoner and his family.
3. The interests of free labor and of the employer.

It is the opinion of your committee that the system of employment of the inmates of penal and reformatory institutions which will serve all or most of these interests is some combination of employment for prisoners, as follows:

1. Work on the public highways which would not otherwise be undertaken with free labor, such as road building, irrigation and tree planting.
2. A penal farm, the products thereof not to be sold on the open market but to the penal, reformatory and charitable institutions at a fair price.
3. Prison industries conducted within the prison walls, the products not to be sold on the open market, but to the various state institutions and departments at a fair market price, the profits from such sale, over and above the cost of maintenance, to be devoted to the support of the prisoner's family or to be funded for the prisoners themselves. It is certain that a judicious combination of these three system can be made to work suc-

cessfully in the state of Illinois or elsewhere, and will provide for each of the groups interested in the problem.

The state will thereby reduce the cost of its prison administration and the cost of supplies for the other state institutions and departments. The prisoner may be healthfully employed and provided with a small fund wherewith to face the world again, or his family be protected against destitution. The free worker will be protected against unfair prison competition; the employer of free labor protected against the demoralization of his market by cut prices, always necessary to market prison made goods. The public protected against the spread of penal diseases and huge appropriations made necessary to maintain penal institutions under the old system of employing inmates.

That these ideas can be successfully carried out has been proven by the state of New York, where the state-use system has been in vogue for several years.

In the city of Chicago, where, at the urgent suggestion of the Chicago Federation of Labor, the contract system was abolished at the House of Correction and that institution under the able management of Superintendent John L. Whitman, now working along the ideas above suggested, has increased the income of the institution more than double, working entirely under the system of doing work, only for the city and the various departments of the municipality. The highest yearly income under the old system being \$175,000.00, while the income during 1916 under the new system will be \$350,000.00.

Shortly after the Alton convention of the Federation the officers took up the matter of prison reform with the present administration and were successful in having the manufacture of brooms for sale on the open market, abolished at the Joliet prison. Governor Edward F. Dunne has established a system of road building by convict labor, and the Joliet prison farm is fast working out that part of the proposed reform. Under the present law, 40 per cent of the prison population may be employed on state account in the manufacture of articles to be sold on the open market by the state.

This section of the present prison laws should be repealed, and in accordance with the action of the Peoria convention the officers of the Federation should be instructed to that effect.

During the past three sessions of congress

a prison bill known as the Booher bill, has been introduced but failed of passage. This bill is intended to limit the effect of the regulation of interstate commerce between the states in goods, wares and merchandise wholly or in part manufactured by convict labor or in any prison or reformatory.

In view of the likelihood of the said bill being enacted into law by the next session of congress, it should be the duty of the officers of the Federation to have the prison labor laws include a section providing that all convict-made goods manufactured or sold in the state of Illinois shall be stamped plainly, "Prison Made," in order that such wares coming from other states shall come under control of the laws governing the subject in Illinois and this provision will have the effect of keeping out the competition of prison-made goods from other states.

Your committee would recommend that the officers of the Federation be instructed to take up the prison labor problem at an early date and have a bill drawn by competent attorneys, covering the employment of convicts and the sale of prison-made goods in the state of Illinois in accordance with the above report.

Respectfully submitted,

WILL R. BOYER,
Chairman,
MARY ANDERSON,
A. RASMUSSEN,
GEO. B. JENKINS,
HERBERT MADDOX.

A DEEP ONE.

Johnny stood beside his mother as she made her selection from the huckster's wagon, and the farmer told the boy to take a handful of cherries, but the child shook his head.

"What's the matter? Don't you like them?" asked the huckster.

"Yes," replied Johnny.

"Then go ahead an' take some."

Johnny hesitated, whereupon the farmer put a generous handful in the boy's cap. After the farmer had driven on, the mother asked:

"Why didn't you take the cherries when he told you to?"

"'Cause his hand was bigger'n mine."—
Christian Register.

LOOPHOLE IN CHILD LABOR BILL.

Serious question has been raised by members of the Senate Interstate Commerce Committee whether the child labor bill enacted through the efforts of President Willson may not be evaded in many instances because of a provision in the form of a 30-day clause.

The bill provides that no products shall enter interstate commerce from any manufacturing establishment in which "within 30 days prior to the removal of such product therefrom children under 14 years of age have been employed."

It is pointed out that manufacturers may easily evade the law by storing the products manufactured by child labor until 30 days have elapsed.—Fibre and Fabric.

WHY SOME MEN ARE FAILURES.

A wishey ad declared: "Total abstinence is a form of fear—and fear is the cause of failure. Cast out fear." A profound thought this. But why confine it merely to the matter of abstinence from alcohol? You don't smoke? Then, of course, you're a coward. You abstain from profanity? Be a hero; indulge in oaths "moderately." Do you often beat your wife? What, never? Some booze magnates may accuse you of showing the white feather if you don't knock her down—"In moderation." That advertisement clears up for us so many failures in the world. They simply don't booze; that's all the trouble. Be a hero! Get soused and succeed!—Collier's.

POWER OF THE LABEL.

Suppose every man of the 3,000,000 trade unionists in this country considered it a crime to buy prison products or scab labor products; suppose the merchants knew every penny of the \$1,500,000,000 spent by these trade unionists would be spent only for union goods, what would you see? Every store in this broad land patronized by work'ngmen would have a big union label over its door. Merchants would themselves advertise the union label, and manufacturers would produce union products and hire union labor or go bankrupt. If union men bought right they would not have to strike so much.

WHAT WOMEN CAN DO TO AID THE CAUSE OF UNIONISM.

The women of most union men's homes are proud of the fact that the provider of the home is a union man. That he draws a good salary, that he "gets home early," and he enjoys the privilege of freedom; is independent and demands his rights. In all these things the wife and the family share. Yet what has the wife done to deserve a share in these better things of life, made possible by unionism? If unionism has been discussed in the home, and the importance of the union label made known to all, then it is possible that the wife deserves her share of all home comforts. She deserves it for she has done her share in creating better conditions for other wives by using the greatest power of union labor—the buying power. Women of union homes can do as much for the cause of organized labor as the men actively engaged in the struggle. All conscientious and thinking women are willing to devote time and thought to this question, and for selfish reasons as well as higher motives, they should. Ladies, if you appreciate your position in life if you wish to better it, and if you wish to help other wives and families to better conditions, then demand the union label and get it. By doing this you will aid the labor forward movement in a general way. You will strengthen the cause that fought for and got workmen's compensation; two week instead of monthly pay days; freedom for children through the Child Labor bill; factory and mine inspection, and all other improved conditions now enjoyed by the common people. You will aid in obtaining shorter hours for women; mother's pensions; and the many other humanitarian principles now advocated by union labor.

Will you ladies of union homes give this matter your careful thought and consideration, now, today? Will you come to the conclusion that this great humanitarian cause, based upon the sound, fundamental principles of advancement and betterment of the human race, is worthy of your support? If so, then it lies within your power to render the greatest support of all—the employment of union labor—by the purchase of union-made products. Patronize only fair firms.

These are questions each housewife must decide for herself. Will you decide for or against the workers?—Pueblo Labor Advocate.

IT WAS ONLY A JOKE.

Recruiting is responsible for a good story from Carmarthenshire. One of the latest accessions to Kitchener's army is a stalwart man 6 feet 2 inches in height, from the heart of the country, and on joining he expanded his chest with pride and ejaculated, "Now for the Germans."

The following day he received from London a telegram: "Heartiest congratulations.—Kitchener."

This was duly shown round, but next morning his pride was boundless on receiving the royal message: "The empire is proud of you.—George."

It was not until the third day, when he received a wire, "For heaven's sake, keep neutral.—Wilhelm," that he realized a wag-gish friend had been pulling his leg.—Tit-Bits.

BE A "REGULAR" UNION MAN.

The danger that threatens the labor unions of this country from the enemy within the ranks has often been forced upon our attention; in turn, we have pointed to this same peril, generally alluding to some self-seeker, who would endanger the well-being of all while trying to advance his own ambition. But the "danger from within," we would point to in this article, while just as imminent, and liable to lead to destruction, has nothing to do with those who seek self-advancement at the cost, or to the danger of their fellows. These at least are alive to their own interests as they see them: are aggressive and active. And, if there is danger in their machinations it is largely due to the large and apparently growing class to whom this article applies.

The "stay-at-home" union man; the kind that is always too tired, too busy, or too careless to attend his local meeting; the man who is never present on election night and then howl about the kind of officials that are elected; the delegate who is sent to represent him at the conventions.

If a business man should say that he was too busy to attend a meeting of the stockholders of a corporation in which his all was staked, we should not be surprised if his individual holdings were sacrificed. We can scarcely imagine a man of affairs so careless of his interests; we could only imagine it possible in some young spendthrift who had inherited, but never earned.

In the labor unions men have staked their all. Many there are today who are too lazy, cowardly or careless to attend the meetings of their unions and there assert themselves, demand a hearing and a vote on every important issue, who in the days of struggle for the recognition of their rights to organize risked their jobs, the means of existence for themselves and families, often risked their lives in order that they might achieve freedom through organization. And the result is worth all the sacrifices that have been made. There is not an investment known that has paid dividends equal to that which has been earned by unionism. In dollars and cents alone men and women have helped themselves immeasurably; in securing their personal and political freedom, no high-sounding phrase in state or in national constitutions has brought the reality of the rights of citizenship as has the power of the workers' economic organizations.

It is pitiable that so many of those who have fought the good fight in the past have grown so careless of their interests today.

The necessity for their earnest and sincere efforts has not passed. The time has not yet come when we can rest and declare "the work is finished and it is good."

Sacrifice is still demanded. Sacrifice of ease, of time, thought and care. And the possible reward is as great as that received from past active co-operation of every beneficiary of unionism. It is your business today, even as you recognized it as your business in the early days. Yours the gain, if gains are to be made; yours the loss if, because of your indifference or worse, the organization deteriorates.

Don't let any one else attend to what is your affair. Attend to it yourself, and then only can you be sure that your interests are considered and protected.—Mine Worker.

MERCHANTS AND LABOR UNIONS.

Fifty or more years ago the merchant was a hard working, plain living individual; his necessities governed by his business, his stock of goods by the demands of his trade.

In those days wage workers were earning small wages for an extremely long work day; their demands were limited by a small pay envelope, their amusement practically limited to conversation; seldom discarding his overalls, except to attend a funeral, marriage or church, when he wore his tri-yearly Sunday best.

The demands of the wage workers, who constitute the great majority of consumers, limited the turn over and profits of the merchant, hence, the status of the merchant was little if any better than the wage worker. Long hours and a small income was the rule.

With the rise of the labor unions came better wages and a shorter work day. This was followed by an early closing movement by the merchants. Higher wages created a bigger demand for necessities and so-called luxuries. The merchant's turn over was bigger, his profits greater and his variety of stock greatly extended. By rapid disposal of his own stock he has now quantity, quality and variety; and above all some leisure to enjoy life. The labor union have raised the standard of living of all layers of society, the merchant being no exception to the rule.

What then does a strong local labor movement mean to the merchant? Just this: It means that the wage worker has enough to spend for the necessities and some luxuries in life; a twenty-five dollar suit instead of a ten-dollar one; a three-dollar hat instead of a fifty-cent one; better furniture at home with other comforts; good seats at the theatres and a little saved against future debt accumulation.

A poorly paid non-union worker is brother to the pauper, that is, he is a poor customer at best—even if he can remain honest and pay his debts.

It is seldom you see a union worker begging; he is too proud, too self-respecting to do so. The union worker seldom beats a bill, his self-respect again stands the merchant in good stead who trusts him. The union worker lives from ten to fifty per cent better than the non-union worker. The union worker stands for the best in everything. He wants to see the other fellow prosper, too. The union worker is the merchant's one real friend.—Ex.

"Men," proceeded the wise old woman, "are practically all reprobates. I have married and buried four of the wretches, and know whereof I speak. They are but little above the animals—selfish, domineering and greedy. The less they know the more conceited they are. They are dogmatic, tactless and tyrannical. But—drat 'em!—as they are all there is for us women to wed, we will go right on marrying them and doing our best to make something out of the poor material provided us."—Ex.

THE ROOM AT THE TOP.

By Scott Nearing.

Despite the current assertion that "there is plenty of room at the top," and that consequently anyone may come up from the crowded tenements into spacious mansions whose wide flung doors invite the overburdened to an infinity of relaxation and rest, the possibilities of advancement in the present-day industrial organization are few and far between.

To be sure, there is always a chance of the workingman rising out of the ranks of the workers and becoming a manager or a capitalist. The existence of this chance to rise has never been questioned, though its mathematical extent has not always been understood. Consider, for example, one of the greatest single industries in the United States, the railroad industry, employing nearly a million and three-quarters of men. What are the possibilities for advancement in this industry as shown by the latest reports of the Interstate Commerce Commission?

There were in 1914, 5740 general officers directing the activities of the million and three-quarters employes. Therefore each employe should have one chance in three hundred of becoming a general officer at some time during his life, provided that the employes live as long as the general officers, and provided further that all of the general officers are drawn from the ranks of the employes. Neither of these assumptions, however, is correct, because in the first place, insurance tables indicate that the life of the general officer is considerably longer than the life of the average workingman. In the second place, the general officers are not always drawn from the ranks. Leaving these two considerations out of account, however, it is apparent that the mathematical probability that the average railroad employe will become a general officer is about one-third of one per cent.

Consider another phase of the situation. Suppose that you are a railroad trainman. Mathematically you have one chance in three hundred of becoming a general officer at some time during your life. On the other hand you have about one chance in ten of being injured, and one chance in two hundred and fifty of being killed during each year that you are at work.

Supposing that your total term of service is twenty years, the chances are two to one that during that time you will be injured,

and one to twelve that during that time you will be killed; so that the chance of your being injured is six hundred times as great, and the chance of your being killed is twenty times as great as your chance of becoming a general officers in the company which is employing you.

In short, the tendency of modern industry is toward a form of organization which will require the wage workers to remain a wage worker. The railroad does not expect a brakeman to become president or general manager, but instead to become a conductor. In the same way, section hands make section foremen, and locomotive firemen make locomotive engineers. The railroad manager is not looking for an engineer who will make a general superintendent, but for an engineer who will be and will remain a good engineer.

Tradition, aphorisms, proverbs and successful men to the contrary notwithstanding, the room at the top is a myth. When all is said, the organization of modern industry is such that in the absence of some outside influence such as education, or "pull," the wage worker is almost necessarily condemned to a life of labor. Receiving in most cases not more than a subsistence wage, he is unable to do more than make ends meet, except by living under the most abject conditions, or by exceptional management. Lacking training, capital, and surplus energy, the wage-worker may neither rise in industry, nor may he begin an industry of his own. Until recently free land and farm ownership offered him an alternative. Today free land is gone. Even though land were still free, the amount of capital necessary for the proper management of a modern farm is prohibitive to the man without means or credit. The wage-worker may not change his lot by rising, or by striking out for himself. Barriers appear in both directions which are surmountable by the man of unusual ability and of great energy alone. To the ordinary man, the limitations which they prescribe are absolute.

The worker will remain a worker, except in the rare instances when he joins the ranks of professions, or secures a foothold on the narrow ledge of industrial leadership. Quite irrespective of his abilities, the form of modern industrial organization compels most men to keep their places on the lower rungs of the industrial ladder. Therefore their real immediate problem is to make the rungs as comfortable as possible.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin

General Vice-President, Collis Lovely

General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters

MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.

WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.

C. E. JAMES, Federation Hall, St. Paul

FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.

Z. LESPERANCE, 1215 Rue St. Catherine E. Montreal, Que.

COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.

GAD MARTINDALE, 10 Elm St., Rochester, N. Y.

WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio

EMMET T. WALLS, Box 409, Brockton, Mass.

CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.

B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio

JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
25	G. H. Thompson,	St. Louis, Mo.
48	Michael Haggerty,	Rockland, Mass.
68	Edmond Kelso,	Cincinnati, O.
90	Ben Kohnen,	St. Louis, Mo.
133	Henry J. Humboldt,	Chicago, Ill.
163	John Bullette,	No. Adams, Mass.
222	L. Reinecke,	Cincinnati, O.
371	Martin Boyle,	No. Abington, Mass.
469	Thomas O'Donnell,	Augusta, Me.
482	Thomas Morris,	St. Johns, Nfd.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO DEC. 1, 1916.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY
No.

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| <ul style="list-style-type: none"> *1 E. T. Wright & Co., Rockland, Mass. 3 North Adams Shoe Co., North Adams, Mass. *4 Hamilton-Brown Shoe Co., St. Louis, Mo. *5 A. J. Bates Co., Webster, Mass. *6 M. N. Arnold Co., No. Abington, Mass. *7 Weber Bros.' Shoe Co., North Adams, Mass. 8 New Bedford Shoe Co., New Bedford, Mass. *9 T. D. Barry & Co., Brockton, Mass. *10 Columbia Shoe Co., Sheboygan, Wis. 11 Rochester Shoe Co., Rochester, N. H. | <ul style="list-style-type: none"> *42 Churchill & Alden Co., Brockton, Mass. 43 J. D. Murphy Shoe Co., Natick, Mass. *44 E. G. & E. Wallace Shoe Co., Rochester, N. H. *45 W. L. Douglas Shoe Co., Brockton, Mass. 47 J. M. O'Donnell & Co., No. Adams, Mass. 49 Wisconsin Shoe Co., Cedarburg, Wis. *50 Emerson Shoe Co., Rockland, Mass. *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis. *52 Nashua Shoe Co., Nashua, N. H. 54 Bay Shoe Co., Boston, Mass. *57 Richards & Brennan Co., Randolph, Mass. |
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An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

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| <ul style="list-style-type: none"> 12 Arnold Shoe Co., No. Abington, Mass. *14 Williams-Kneeland Co., So. Braintree, Mass. 16 Plymouth Shoe Co., Middleboro, Mass. 17 A. G. Walton Shoe Co., Lawrence, Mass. *18 Thompson Bros., Brockton, Mass. 19 Mechanics Shoe Co., St. Louis, Mo. *20 Commonwealth Shoe & Leather Co., Whitman, Mass. *21 C. H. Alden Co., Abington, Mass. *22 J. H. Winchell & Co., Inc., Haverhill, Mass. *23 Whitcomb Shoe Co., Haverhill, Mass. *24 Claypool Shoe Co., Indianapolis, Ind. *25 Reynolds, Drake & Gabell Co., North Easton, Mass. *26 Scott-Chamberlain, Ltd., London, Ont. 27 Norfolk Shoe Co., Randolph, Mass. *28 W. & V. O. Kimball, Haverhill, Mass. *29 Wall, Streeter & Doyle, North Adams, Mass. 30 San Francisco Shoe Co., San Francisco. 31 Formost & Selecto Co., Brockton, Mass. *32 A. E. Little & Co., Brockton, Mass. *33 Lange-Janke, Milwaukee, Wis. 34 Porter Shoe Co., Philadelphia, Pa. *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa. *36 George A. Slater, Montreal, Can. *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty. 38 Bay Path Shoe Co., Brookfield, Mass. 40 The Saxon Shoe Co., Boston, Mass. *41 Murray Shoe Co., London, Ont., Can. | <ul style="list-style-type: none"> 58 Wayland Shoe Co., Montreal, Que. 59 St. Paul Shoe Co., Brockton, Mass. *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal. *61 Ralston Health Shoe Makers, Brockton, Mass. *62 Lewis A. Crosset, Inc., No. Abington, Mass. 63 Kirsch Ideal Shoe Co., New York, N. Y. *64 Huckins & Temple Co., Milford, Mass. 66 Molders Shoe Co., Detroit, Mich. 67 Knox Shoe Co., Milford, Mass. 69 Adams Shoe Co., Toronto, Ont., Can. *71 Doherty Bros. Shoe Co., Avon, Mass. *72 Fred F. Field Co., Brockton, Mass. *75 L. Q. White Shoe Co., Bridgewater, Mass. 78 Keiffer Bros., Haverhill, Mass. *79 Luke W. Reynolds Co., Brockton, Mass. 80 Marvel Shoe Co., Haverhill, Mass. *81 C. W. Johnson, Natick, Mass. 82 L. F. Stevens, Haverhill, Mass. 83 Felder Shoe Mfg. Co., Seattle, Wash. *84 Fred F. Field Co., Factory "B," Brockton, Mass. *85 A. A. Williams Shoe Co., Holliston, Mass. 86 Winchester Shoe Co., Buffalo, N. Y. *88 The John McPherson Co., Ltd., Hamilton, Ont. 89 Reynolds Shoe Co., Brockton, Mass. 90 Kingsboro Shoe Co., Brockton, Mass. 91 Chicago Shoe Co., Chicago, Ill. *92 H. Ruppel, Brooklyn, N. Y. |
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- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 Julian Shoe Co., St. Louis, Mo.
- 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.

- 269 Orange Shoe Co., Haverhill, Mass.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 322 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co. Brockton, Mass.,
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville,
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290. Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massillonville, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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MEN'S SLIPPERS.

- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St. New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES	Page
MIGHTY IS LABOR	1
LABOR UNIONS CREATE PROSPERITY	3
UNIVERSAL MILITARY TRAINING	5
SELF CONFIDENCE NEEDED	6
LABOR'S RIGHT	8

EDITORIALS	
WORLD PEACE	10
BROCKTON'S PROSPERITY	11
A SEQUEL	13
GIVE US THIS DAY	14
NEED OF ARBITRATION BOARDS	15
BRIEFS	16
FRENCH DEPARTMENT	18

AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	24
UNION STAMP RULES	25
RULES GOVERNING SICK BENEFITS	25
DEATH BENEFITS	25
SICK AND DEATH BENEFITS PAID IN 1916	26
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

MIGHTY IS LABOR!

On a man's birthday he should think seriously about himself, and especially about his weaknesses. Let his friends praise him and congratulate him; let him question and criticise himself.

It is intelligent study, criticism of ourselves that bring progress, whether to the individual or to a great class or to that which labor is—an overwhelming majority.

Everything that you see is the result of labor—from the skyscraper with its steel skeleton to the copper wire that carries your messages or the food that keeps you alive.

To compare the value of labor and capital is childish. There is no comparison possible.

Take all the gold, all that which we call wealth in the world, and it is absolutely nothing without labor to make its productive.

On the other hand, put labor naked on the earth, and soon it will do again what it has done in the past—cut the forests, drain the marshes, build the houses, and build civilization.

But the laborer of any kind who rejoices in his strength and who feels conceit proves his smallness, whether he be a laborer with a pick and shovel, or a laborer working at a great scientific problem.

The thing for us to do is to remember our littleness, our shortcomings, and try, by giving full credit to others, to deserve credit for ourselves.

When you say truly that capital is a small thing compared to labor you add that the intelligence which controls capital is a very big thing.

Labor, it is true, represents the great strength of the world. The capital, let workingmen remember, represents superior intelligence and cunning—that which conquers and rules.

Weight and strength alone are little. The great monsters have died off, disappeared. Small, more intelligent animals remain.

The intelligent laboring man does not look with contempt upon capital or on the man who has had the intelligence to acquire capital.

He says, on the contrary, "that man has done what I would have done if I had been able to do it. The fact that he is the owner of capital proves that he or his father had the intelligence to do that which I could not do. He had superior mental power, or greater self-control that enabled him to save, or greater cunning that enabled him to outwit others. However, he did it, he managed with his mind to get that which I have not been able to get, and I shall not prove my smallness by endeavoring to belittle him."

There are two things in the world, labor and intelligence, and intelligence is infinitely superior.

Every workingman knows this, for the more intelligent the workingman the better the pay and the better the prospect.

There is an old fable that every worker understands.

It was written thousands of years ago.

The feet protested and decided to go on strike. They said that they were tired of carrying the head around all the time, the

head having such an easy life and the feet walking on the sharp stones and carrying the weight. And the feet protested, too, against the stomach, which got all the food, while the feet and the hands simply worked and slaved.

Intelligent workers today know that the head earns all that it gets, if it is an honest head, and the feet that respect themselves and do their work well and do not stumble are just as worthy of honor as the head that they carry.

Luckily in the great mass of human beings that we call the nation there is no permanent head or feet. There are tens of millions of separated individuals. One little boy on the farm today may be the head of the nation tomorrow; the man of millions sailing in his yacht to find the cool breeze may be poverty-stricken next year, sell his yacht to the small clerk graduated from a hotel cigar counter.

Every day is labor's day. Every man worth while is a laborer.

Every man worth while honors and recognizes grades in labor. All work is honorable. Some of it is more difficult.

It is harder to make a watch spring than to dig a ditch, harder to prepare the lens of a telescope than to make a watch spring, harder to measure exactly the length of the wave light of a certain element than to construct the most marvelous telescope.

What is needed in the world is realization of the fact that all labor is equally honorable when done earnestly, with dignity, self-respect, without hatred of those more fortunate, or contempt for those less fortunate.

The day will come when there will be no hatred and no jealousies. For this earth, as soon as we manage to stop murdering each other and to organize distribution as we have already organized accumulation, will supply plenty for all.

When all have enough, as they will have some day—when each has the opportunity to do that which he can do best—there will be no "class consciousness," which is another word for envy; no jealousy, no meanness, but willing recognition by every individual of the merits of the other individual, honor and happiness enough for all.
—Chicago American.

What kind of typewriter does Harry's neck remind you of?

Can't think unless it's an Underwood.

DON'T WAKE 'EM UP.

"What was it you said to that man just now?"

"I told him to hurry up."

"What right have you to tell him to hurry?"

"I pay him to hurry."

"What do you pay him?"

"Four dollars a day."

"Where do you get the four dollars to pay him with?"

"I sold cut stone."

"Who cuts the stone?"

"He does."

"How much stone does he cut?"

"Well, a man can cut a lot of stone in a day."

"How much do you get for the stone?"

"I get about seven dollars for what he does."

"Then, instead of you paying him four dollars he actually pays you three dollars a day for standing around and telling him to hurry up?"

"Well, but I own the machinery."

"How did you get the machinery?"

"Sold cut stone and bought it."

"Who cut the stone?"

"Shut up! You'll make the men wake up, and then they'll cut the stone for themselves."—Operative Masons' Journal.

SENT IT TEN TIMES.

The young government clerk who got a raise in his salary and accordingly decided at once to pop the question to the idol of his heart by telegraph, apparently chose well, as her thrifty reply shows.

Rushing to the telegraph office, he directed that a message be sent to his "Home Town Girl," apprising her of his recent good fortune and asking her to become his better half. He had long been contemplating the step, but because of his limited revenue had not dared to take it.

He paid for his message and prepaid a reply at the minimum fee, which of course, would limit her reply to ten words. He waited anxiously at the telegraph office for a few minutes and was then rewarded with this reply:

"Yes, gladly, willingly, joyfully, delightedly, gratefully, lovingly. Yes, yes, yes."—Exchange.

LABOR UNIONS CREATE PROSPERITY

It's a late day to be arguing about the good the labor unions have done for the American commonwealth.

If our civilization has merit, it is because it is bringing to the many the advantages that once belonged only to a few.

A state is neither civilized nor prosperous when all the wealth and material comforts belong to a small aristocracy, while the mass of the people are prostrate in poverty. As civilization advances, the possessions of the common man increase. As these increase, the state becomes stronger.

Russia, with 160,000,000 population, is far weaker than Germany, with only 65,000,000 population, because the wealth of Russia is centered in the hands of a few, while the level of prosperity of the people of Germany before the war broke out was the highest ever known on the continent of Europe.

Russia's resources are beyond the wildest dreams of avarice, but wealth, unless it changes hands in trade, is not wealth at all. The gold in the miser's coffer is only so much dead metal. The coal, lying unmined in the earth, is only so much dirt.

Neither gold nor coal is of value unless it can be used.

The problem of civilization has been to provide avenues through which wealth can change hands, in buying and selling, and through which the resources of the earth can be made of service to mankind.

Before a sale can be made there must be a buyer. Before a man can become a buyer, he must have the money with which to buy.

Unless he has this money, the coal and iron must remain unmined, the cotton and silks unwoven into cloth, because there is no demand for them.

So the manufacturers of goods, and the sellers of goods, are confronted with the necessity of placing more money in the hands of the common man, who is the buyer, in order that they themselves may prosper.

As a part of civilization, they have been working blindly, often unwillingly, and with many blunders, at the task of providing more buyers in the world.

But while this slow process has been in motion, a new great force has made itself felt.

This is the demand of the common man himself for the means to buy the products of the manufacturer and the goods of the retailer, in order that he and his wife and children may live in comfort.

The worker came to realize that he himself had a thing of value to sell—a thing of such value that the coal and iron in the earth, the silk in the cocoon, the cotton in the boll, were worthless without it. This thing of value was his labor.

So the workers joined together in unions and bartered their labor as the merchant bartered his goods. Labor, before that, had been the only thing in the world on which the buyer always fixed the price. The shoe merchant named the price at which his shoes should sell, the steel manufacturer named the price at which his rails should sell, but the worker, offering his labor in the market, always had to take the price the buyer named.

With the coming of the unions, labor began to find its place with other commodities of value in the world, and the workers were able to bargain over the price at which it should be sold, just as the retailer bargains with the manufacturer, and the manufacturer with the producer of raw material.

The result of this was that labor brought a higher price. The workers had more money to spend.

And those merchants and manufacturers who had the eyes to see, and the minds to understand, perceived that the number of buyers of their wares had been increased, and that the labor unions brought him to the manufacturer, that had not existed at all before.

Higher wages for the worker meant that hundreds of thousands of yards of woollens, and millions of pounds of manufactured foods, and countless tons of building materials, were being sold for which there was no demand until the worker got the money to buy them.

This meant an increase in industry throughout the land. When a few are rich,

and the rest of mankind is near starvation, the manufacturer and the retailer are in a hard way, because the amount of their product that a few can use is very limited. When a vast number of men and women are able to buy comforts and luxuries, then demand is high and prosperity reigns.

In the organization of our social and industrial system, the producer of raw material—the miner and the grower of crops, the manufacturer, the wholesaler, the retailer and the buyer are welded firmly together in a mighty chain of trade.

A chain is just as strong as its weakest link and no stronger. The strengthening of the weaker links means the strengthening of the whole chain.

It is in strengthening these weaker links that the labor unions have brought material benefit not only to the worker, but to the manufacturer and merchant and miner, whose product the worker buys.

As the worker increases in prosperity, the whole nation increases in prosperity, because the wealth of the land which otherwise would lie idle because of lack of demand, is brought into usefulness.

Just so far as the labor unions succeed in raising the level of all the workers, the level of welfare of all industry will be raised.

The more wealth that is in the hands of the mass of the people, the greater will be the demand for the products of the earth, and the less wheat and corn and iron and coal and wood will lie unused and unsold in our land.—The Daily News (San Francisco).

VIEW REVISED.

A handsomely dressed damsel entered a crowded tram-car. A rough-looking old fellow, wearing a dilapidated hat and a suit of homespun clothes, rose to his feet.

"Miss, take my seat. I don't look as well as these 'ere gentlemen," he said, nodding to several men, "but I've got more politeness."

Without a word of thanks the young woman sat down.

"Miss," said the old fellow, with a smile, "I believe I left my tobacco-pouch on the seat. Will you please get up?"

No sooner was the seat unoccupied than the old fellow deliberately sat down again.

"B'lieve I'll keep sittin' here, miss," he explained. "I've got a little more politeness than these 'ere gentlemen, but I found out that I ain't got nigh so much common sense."—Tit-Bits.

LABOR IS DEFINED.

Labor—That builds our mighty cities and railroads, its aeroplanes and diving bells—

Labor—That cuts the forests and drains the swamps—

Labor—That delves in mines and sails the ships of commerce—

Labor—That plows the fields and grinds the grain—

Labor—That builds our aqueducts and spins fine linen—

Labor—That cuts the stone and digs the coal—

Labor—That rears the monuments of bronze and granite—

Labor—That grows the cotton and molds the brick—

Labor—That harnesses the elements and turns them into servants for mankind—

Labor—That from the cocoon draws threads to weave beautiful raiment—

Labor—That smelts the iron and molds it into anchors and axes—

Labor—That cuts the trees and makes the paper and builds the printing press—

Labor—That throws a span of steel across the rivers and makes chasms—

Labor—That drives tunnels and makes pillows of softest down—

Labor—That feeds the world, and clothes it, and shelters it—

Labor—That turns a wilderness into a garden of beauty—

Labor—That binds our books, digs the graves and fashions brilliant jewelry—

Labor—That does all the useful work of the world—

Labor—That fights the battles for the liberty of the human race—

Labor—That unlocks nature's storehouse for the benefit of all mankind—

Labor—Without it the millions who now revel in luxury would in a few days be without food, or fuel, and soon be without clothing or shelter. The sun would still shine, the rain would fall, the grass would grow, but there would be none to plow or sow or to harvest.—Exchange.

COMPLIMENT.

"So," said the angry woman, "I understand you said I had a face that would stop a street car in the middle of the block."

"Yes, that's what I said," calmly answered the mere man. "It takes an unusually handsome face to induce a motorman to make a stop like that."—Exchange.

UNIVERSAL MILITARY TRAINING

The subject of military training is one which is engaging the attention of the public press in every section of the country. Our law makers at Washington are giving some attention to the matter and it appears probable that legislation bearing on this important question will be enacted by Congress within the next two years.

The subject is one in which organized labor should be vitally interested and its spokesmen and representatives will make a mistake if they dismiss the entire matter with the simple assertion that we are opposed to war and militarism of any kind. The opposition to war is general. No group of citizens in this country, or probably in any other, really is in favor of war, but war seems to come just the same.

On the question of military training, organized labor should take a decided stand and help to shape any legislation that may be enacted, seeing to it that such legislation is designed to protect the interests of the workers. The workers of this country, organized and otherwise, do not want any system of militarism and the surest way to guard against it, is to take an intelligent interest in the subject now when legislation is being shaped.

Every citizen believes in adequate defense for the nation. On what is an adequate defense we may radically disagree. Some of the extremists believe we should have the greatest navy in the world, because we have the longest coast line to protect. The same extremists believe in a large standing army, which is a menace to democratic institutions, a burden to taxpayers and something that will not be tolerated in this country.

On the other hand we have the extreme pacifists who believe that this country is in no danger of attack from any source and who think that if the worst should come, we could raise an army of defense over night and defend ourselves. Somewhere between the two extremes lies the right solution of the problem.

Assuming that every right thinking citizen believes in national defense, the question arises what form that defense should take. There are but two forms, the one a large standing army and the other a trained citizenry. Organized labor is unalterably opposed to a large standing army and rightly so. As to a trained citizenry, organized labor as such, has not spoken, but it may

be called upon soon to do so and it is up to its members now to give the subject serious thought.

What the majority of us are seeking today is some program that will give us a system of national defense and still preserve our democratic ideals. We want a system that will not treat war as a certainty, but as a contingency which we hope never may arise. In training for that program of preparedness, we want to give it a turn that will train men for more efficient service in civil life, as well as prepare them for the defense of the nation in a crisis.

To those who fear that any form of military training will tend toward militarism, we have the best answer in the case of Switzerland. That little country today is the best prepared in the world to defend its borders and it is at peace, although in the midst of warring nations. Its system of military training is entirely democratic. In Switzerland every able male citizen is a soldier should the necessity arise and still it never has had the proverbial "chip on its shoulder." A writer who recently visited Switzerland, epitomized the national character in telling of a motto he saw hanging on the wall of a peasant's cottage. It read, "Peace on Earth, Good Will Toward Men," and hanging on the same nail on the wall was a modern army rifle. That is the difference between a democratically managed citizen soldiery and "militarism" as it is seen in Prussia.

The advantages of physical training to the youth of the country cannot be overestimated and if such training is to be effective, it must be compulsory. The Swiss system, admirable as it is, will not suit in this country. The training extends over too long a period, for in Switzerland the citizen is training more or less from his twentieth to his forty-eighth year. The proposition most generally talked of here is to complete the military training in two years, six months in the nineteenth year and one month in the twentieth, after which the trained citizen would pass into a federal reserve, to be called upon for service only in a national crisis and only by the President of the United States.

We are likely to hear much more about military training in the next year and it is a subject that requires the most serious thought.—Steam Shovel and Dredge.

SELF-CONFIDENCE NEEDED

The trade union movement and its possibilities of success are largely being influenced by the spirit that is prevalent among the organized workers. In economic struggles, for instance, the numbers of those engaged, or the proportion of the organized workers compared with that of the unorganized workers, might be of lesser effect upon the outcome of the struggle than their trade union qualifications. Undoubtedly the percentage of the organized workers of any calling, or of any branch of industry, is also of a decisive importance as a factor in bringing about a successful termination of our movements for the improvement of our conditions, but a high percentage of the organized workers by no means guarantees the successful outcome of the struggle, for that depends principally upon the extent to which the members of an organization generally—and those participating in the movement in particular—have grasped the real object of organization, and whose understanding and appreciation of the latter enables them to practice the necessary solidarity and to exercise the needed discipline.

All the officials of the trade union movement—and ours are not excepted—have at one time or another gone through the experience that the workers, or rather a part of them, failed to come up to expectations when the decisive moment had arrived. Thus they were instrumental in preventing the complete success of the movement. We need not hush up the fact that within the labor movement—and within our own organization—there are to be found members in considerable numbers who are organized, not because of the fact that they are convinced of the necessity of belonging to an organization; not because they know that united we are invincible, but because of the fact that they cannot get away from being organized. They have been forced into the organization, and some of them consider it as a necessary evil.

We might as well admit this fact openly without laying ourselves open to the charge that we are betraying a secret of the organization to the employers. The latter know from their own experience that in all economic struggles some of the workers failed to stick to their organizations, and

consequently, in accordance with this fact, they follow their own tactics.

Lack of conviction is responsible for the actions on the part of these people. It has been a detriment to us in many of our moves, and its results have often been most disastrous. Many of our brothers fail to appreciate the real object of the trade union movement. They have become members of the organization not because of the fact that they by means of co-operation would like to see the conditions of all the workers improved and incidentally defeat all the measures of the employers aimed against these efforts on the part of organized labor. Their first thought when joining the organization was directed to the immediate benefits that accrued to them from membership. The question of providing for its members various kinds and forms of benefits is undoubtedly of the most vital importance for the trade unions. It is the duty of the labor organizations to provide for their members in times of need and distress, caused by either sickness or unemployment, much more so as our state and municipal authorities everywhere have so far failed to make any provisions for the support of the working people in such cases. But the question of supporting its members in times of need cannot and must never be its principal object. And it is not the main object of the trade union movement. An economic organization that takes its mission seriously—and this mission consists in the improvement of the conditions of its members and the elimination of all objectionable conditions—considers the question of benefits only as the means to the end to make its members more capable to live up to the requirements and duties of their trade union affiliation.

Members who only belong to the union on account and for the sake of the benefits that they might be able to draw are—if they prevail in large numbers—sometimes a great hindrance to the organization in its activity for the welfare of all.

In addition to these members there is another category that is of very little advantage to the movement. We refer to such members who, at times when the membership should be undivided, often doubt the

advisability of a concerted move because they themselves are not with the organization with their whole heart. Because they themselves are not possessed of the needed courage and enterprise to undertake a successful movement they express their doubt and fear as to the ultimate outcome. These are the fellows who lack confidence in themselves, and consequently they must also lack the confidence in their fellow-workers and through them in their organization.

The lack of self-confidence, the lack of courage and enterprise to undertake a success in your own organization, is a disease that acts like a slow poison and at critical periods might become highly dangerous. To rid and cure members of this dreadful disease becomes our next and most urgent duty. We can successfully cure them if we succeed to convince them of the necessity of organization, a necessity that lies in their own interest, and if we can educate them as to the real purposes and objects of our movement. Whoever is fully convinced as to the justice and necessity of a cause will have full confidence in the same, and he will advocate that cause at every opportunity. And from such conviction that is solidly founded spring discipline, solidarity and loyalty, three characteristics that the trade movement can never do without.

How often does it happen that members give up their membership in a careless manner because their individual wishes were possibly not regarded and because matters shaped themselves differently, as they had planned them to be for themselves? It is therefore necessary that all members try to grasp and understand the sense and the objects of the organization. This conviction and understanding will not come by itself. It has to be acquired. And in order to acquire this understanding it becomes necessary for the members to know something concerning our present manner of production and the contrast of interests resulting therefrom between employers and employees. In order to be better able to protect his own interests, which cannot be separated from the interests of the entire membership, every brother ought to be able to devote some time to the study of the questions that concern him most vitally. He ought to have a little time to attend the meetings of his organization. If he does the latter and gives his careful study to the things that surround him he will better be able to judge his economic condition and the ways and means that have to be employed in order to

improve it. Only then, when all our members are conscious of their own condition, and if they have realized the proper ways and methods whereby improvements can be successfully accomplished, the organization will be possessed of the power to lastingly maintain the standard of living to which the workers are entitled. The old saying of Wilhelm Liebknecht, Knowledge is power, finds no better and more fitting application than in our trade union movement. Right here knowledge is the source of all power.

It is something we can hardly understand that many of our fellow-workers who are compelled to work under the most deplorable conditions have stood idly by for so long and have failed to lend a helping hand in order to remedy conditions. Where there is a will there is a way, and many things could be accomplished if the workers of the entire country were but united and organized. However, until we have every one with us most of them must rid themselves of their laziness, to think for themselves and to do for themselves.

The future will require many and serious efforts from the organized workers, and the test that we all have to expect we will only be able to stand if our members are unshakably convinced of the necessity of our organization. An organization whose members have confidence in each other, who observe discipline and practice solidarity, is strong and powerful, and will be able to successfully weather all storms. And our future can only be found in a strong and powerful organization. Let us brothers keep this in mind always. It will spare us many a disappointment.—Baker's Journal.

WHAT LABOR WANTS.

First—The same right to govern and control its asset, "labor," the employer demands for his asset, "capital."

Second—An equal participation in the necessities and luxuries of life accorded the employer.

Third—The right to protect life and limb of the workers and compensate them when injured or their dependents, if killed, without private profit to individual insurers.

Fourth—The right to do these things in combination that are not illegal when done by an individual.

Fifth—Equal opportunity with the non-producer and the employer in educating and bringing up their offspring.

LABOR'S RIGHT

President Wilson's suggestion that Congress incorporate in its legislation on the railway question a provision for a public hearing on disputes between the men and the managers before permitting a strike will probably lead to much discussion. If the controversy be entered into with a view to enlightenment and understanding, good will come of it; but if each side assumes that it alone is in the right, and that its opponent is entirely in the wrong, harm may be done. Great issues are at stake, not only of the rights of trainmen and the railroads, but of society as a whole; and every effort should be made to avoid mistakes, and arrive at a just solution of the problem at the earliest possible moment.

It may be assumed that the managers of the railroads will stand their ground; not necessarily because they wish to be unfair to the public, or unjust to the men; but because as employes themselves they must pay dividends on a false capitalization, with rates fixed by government, and the men demanding more wages. The men also will be disposed to insist upon their claims, because they feel the need of better conditions, and have the power that comes of an effective organization. Between the two contending forces stands the public, sympathizing in the main with the men, yet fearful that its interest may be ignored. It long ago lost faith in the managers, and has sought to protect itself with various restrictive laws and regulations. It is most important that the men and the public do not arrive at a similar condition of distrust.

If legislation be enacted limiting in any way the right to strike, organized labor may look upon it as a backward step, and oppose it in a way that will estrange many persons who would otherwise be friendly. Whether or not labor is right in its position that the right to strike must be unlimited, it should not lose sight of the fact that the public at large does not at present agree with such a contention. The right of a man to quit his job is not questioned; but when he uses that right, not to free himself from his employer, but to adopt a course that will cause such general hardship that the public will have to act for its own protec-

tion, there will arise in many minds the question of whether the action should be for the restraint of employer or employee. When the strike is against a private employer the public does not concern itself, beyond attempting to see that there is fair play. But when the strike is against a public employer, as in the case of a public service corporation, society becomes a party to the controversy. It is of small moment, for instance, if the operatives in a shoe factory strike; but it is of the utmost importance if the employes of the gas company leave the city in darkness. Though the principle may be the same, its application is different.

It is at this very point of misapplying a right principle that confusion may occur. Frugality is commonly reckoned as a virtue; yet when practiced to excess it begets the miser. Generosity is commendable, but when carried too far makes the spendthrift. The same rule applies to capital and labor. Each should have the utmost freedom possible, but when either attempts to serve itself by harming the public, society must assert itself to prevent one set of its members from harming the rest. But if the public, in order to protect itself, calls upon organized labor in public service corporations to refrain from striking until it has exercised its effort toward settlement, that public must assume its responsibility, and make every effort to establish justice. If society is to claim immunity from the exercise of private force, it must use its power to make the exercise of that force unnecessary.

The strike and the lockout are war measures. They are attempts on the part of one set of men to impose their will upon another set of men, just as one nation dominates another nation. Both the labor war and the international war have been necessary because men would not settle their quarrels by reason. There is little doubt that the time will come when justice will be granted, and will not have to be exacted by force, either internationally, or in the world of labor. But until such time as the world-opinion compels international justice, and public opinion brings about justice to labor, there will be resorts to force. If Congress

imposes upon the trainmen the obligation that they submit their case to the public before striking, it must at the same time provide means to guard the rights of the men as well as the public. A railroad, or a gas company, or an electric light company is different from an ordinary manufacturing company; and it may be necessary, in order to protect society as a whole, to impose obligations on both the men and the corporations.

It is with the railroad question, however, as with so many others, the cause of trouble lies elsewhere than at the point of disturbance. The people have intrusted individuals with public functions without retaining the power of complete regulation. A highway commissioner charged with the upkeep of a wagon road, if negligent of his duty, is put out of office at the ensuing election; but if the highway have rails upon it, and cars running on these rails, the manager in charge of the company is largely independent of the public whom he is supposed to serve. No legislation will secure justice to all parties in interest that does not establish complete public control over public utilities; and such control is not likely to be had with anything short of public ownership.—The Public.

WELDING CLOSER RELATIONSHIPS.

There are many men in every community who question the value of a local trades council if they do not openly flout it as a wasteful expenditure of their local money. These may be roughly divided in two classes—those who are not familiar with the duties of the council and those who are not satisfied, for various reasons, with the actions of the existing central body. Both of these classes have one point in sympathy—that they refuse to serve as a delegate to the council.

The trades council, or local city, or county central body, by whatever name it may be called, is an essential feature of our trade union movement and to decry or attempt to belittle its influence is a serious mistake. When the dignity and importance of its mission are appreciated and delegates are sent to represent the various locals that are intelligent and sincere workers in the union movement, it quickly assumes its place as the bulwark of the labor movement in its community.

The purposes of a local central labor body are to weld into closer relationship the local

unions in its jurisdiction; first, that they may have the greater influence in the settlement of any disputes that may exist between employers and the members of any affiliated local of the council; second, to make it possible to co-operate in the extension of organization; third, to give an opportunity for harmonious co-operation in the selection of men and measures in a political sense.

When the unions in any locality approach their local trades council with a clear understanding of these functions in their mind and make their attainment possible by the selection of their most capable men, there is no dissatisfaction with the work of their central organization. We are but repeating a truism when we write that 99 per cent of the dissatisfaction with trades councils can be directly traced to a neglect or an ignorance of the part it plays in the scheme of trade unionism.

The too common method of leaving the responsibility of the work of a trades council to a few willing workers is sure to promote dissatisfaction and discord. It is a work that singularly demands the untiring efforts of the best men in the unions in order that the best results may be achieved. This is not written as a defense of local central bodies, but as an explanation to the many workers who are inclined to underestimate their importance.

Let each union affiliated with the trades councils, send their best talent to these organizations, and if the delegates will enter the work with an appreciation of its importance and a real desire to see the cause of organized labor advance, they will quickly realize the impetus that such a body can give to their movement.—Exchange.

MOST IMPORTANT.

Efficiency is a good thing up to a point where it does not injure the worker. The most important thing in creation is the human being. The vast majority of human beings are workers. It therefore follows that any system that hurts the workers is a bad thing for the human race as a whole, even if the few profit thereby. The cunning of the law should not be permitted to dominate the industrial activities of the world to the detriment of the mass of the people. And this is just what is being attempted by the advocates of nearly all of the systems of alleged "scientific management."—Exchange.

... EDITORIAL ...

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WORLD PEACE.

Just at the present time there is a great deal of talk about world peace, beginning with the late peace proposition emanating from Germany, and stimulated to some extent by the action of the President of the United States in sending a peace note to all of the belligerent powers.

Of course the peace of the world is much to be desired, and by none more so than by the labor organizations, but nothing less than a real and permanent peace can be desirable.

Before this dreadful European war broke out, and for a number of years prior thereto, the labor organizations of the world in their international relations were continually putting themselves on record in denunciation of war, and it was believed that the attitude of wage earners of all countries would have a very restraining influence upon governments.

But when the test came, it was found that the labor organizations had practically no influence at all, but they were swept into the vortex of war at the behest of their respective national governments without consulting them in the slightest degree, and without their having the smallest voice in the consideration of the issues in the trial of which they were to be turned into cannon fodder.

And so when the European war started in a dispute between Serbia and Austria-Hungary, immediately involving Germany, Russia, France, Belgium, England, etc., the trade union members all over Europe were plunged into warfare as if all the resolutions they had adopted at their different trade union meetings were mere scraps of paper.

Among other things, the European war has proved that the resolutions of the trade unionists against war are not effective unless the trade union organizations have a voice in the shaping of the policies of their respective governments. Even since the war started, it has taken England more than two years of warfare to find it expedient to have a minister of labor in the cabinet, and we have not yet heard of a similar official in the government of any of the other European warring nations.

Now it is not our purpose to take any sides in the present peace negotiations. We wish to leave our readers entirely free to take any view of the matter they wish. They may decide to their own satisfaction whether the recent German peace offer was made in good faith or not. They must also determine for themselves whether the position of the allied governments in rejecting the German peace offer is justifiable or not. The point we do wish to make, however, is that had the governments of Europe given labor a larger place and a voice in the affairs of government, we do not believe it would have been possible for this terrible war to have taken place.

The war started between autocracies where labor had no voice, and other governments with labor still unrepresented were swept in. As long as these conditions continue to exist, there may be dangers that other wars may start, and labor again denied an opportunity to use its influence against such catastrophes.

Therefore, we do not think it is any time for labor people to become unduly excited over the proposals of world peace. However much we would like to see it come, we may as well remember that history teaches us that out of wars have come good as well as evil, and that the liberties the people enjoy in different parts of the world have come very largely through wars. The price paid is tremendous as it always was, but the results are often important, and it is to be hoped that when the present European war has finished, the peoples of the respective nations will enjoy larger liberties and will be more influential in shaping the future courses of their governments.

Labor will be more important in all of those nations than ever before. Because of the tremendous loss of life and the maiming and crippling of millions, labor will be comparatively scarce, and because of the destructive events of the war, there will be a tremendous demand for labor. It is reasonable to suppose that labor organizations will be more powerful in all of the European countries, and that they will demand and receive recognition in the councils of the nations.

It is probable that before peace may be declared, the representatives of labor of the different nationalities may be heard, and that they will voice the demand for guarantees of lasting peace as a condition precedent to any termination of the war.

We do not seek to glorify war, nor advocate its continuance, but we do say that any peace that temporizes with present conditions, and contains no guarantee for the future that will protect the wage earners from a repetition of the reopening of the war, is a premature peace.

BROCKTON'S PROSPERITY.

Within the past few years, at various times, there have been some people in Brockton and vicinity who were disposed to assert that the city of Brockton was losing its shoe business, and some of them who were professional enemies of the Boot & Shoe Workers' Union charged that this organization was responsible, and that its arbitration contract, together with the use of the union stamp so general in Brockton and vicinity, were detrimental to the interests of the city.

We have always held that if, at any time, business seemed dull in the city of Brockton, it was due to general business conditions throughout the country, and now it seems that the statements we have made have been proved to be true by very conclusive evidence, including our statement that whenever general business conditions throughout the country were prosperous, Brockton would reap its full share of prosperity.

In the recent municipal election in the city of Brockton, a publication issued by the No-License League, in opposition to license, contained the following significant statement: "During the past 18 years, Brockton has increased in valuation \$30,127,248, more than doubled in population from a little over 33,000 to probably more

than 66,000. Attendance in our High School has grown by leaps and bounds. The spirit of brotherhood between peoples of all nations and creeds has grown strong. We are a sober, industrious and contented community; our city is honored far and near."

We submit that a city that has more than doubled its population and its valuation in a period of 18 years has not been injured by our policy of arbitration, which, singularly enough, has been in operation in that city during that identical period of time.

We cannot concede, however, that the absence of the saloon was the cause of all this prosperity, but we believe a large part of it was due to the improved labor conditions that have existed in the city of Brockton during that period of time.

At the close of the year, 1916, the Brockton newspapers published a resume of the shoe business for the year in which they unqualifiedly state that the year 1916 was the largest in volume of business that Brockton has ever experienced. We quote the following figures and comments from one of the Brockton daily newspapers:

Total cases shipped in 1916.....	795,634
Total cases shipped in 1915.....	694,919
Increase in 1916	100,715
Total pairs shipped in 1916.....	19,890,850
Total pairs shipped in 1915.....	17,372,975
Increase in 1916	2,517,875
Value of shipments in 1916.....	\$77,683,045.00
Value of shipments in 1915.....	60,948,151.25
Increase in 1916	\$16,734,893.75
European Army Shoe Output in pairs	2,500,000
Estimated value	\$10,945,000.00
Parcel Post Shipments in Pairs	332,800
Estimated value	\$ 1,098,240.00
Union Shoe Workers in City, Dec. 1, 1916.....	11,518
Union Shoe Workers in City, Dec. 1, 1915.....	12,204

"With a 'comeback' unexpected in the domestic trade Brockton completes the year 1916 with one of the heaviest outputs of shoes from its shoe manufacturing industry it has ever known. The European army shoes, which saved a situation of stagnation in the industry of 1915, were this year but a single factor in piling up the big shoe shipment record. For 1917, the New Year ahead, there is every present indication of a brisk shoe business, with but one cloud in the sky—the leather shortage and high prices."

The shoe plants of Brockton shipped out in manufactured shoes this year a total of 795,634 cases. Three Brockton plants turned

out 50,000 50-pair cases of shoes for the Russian and Italian armies. The parcel post shipments from the city amounted to 13,312 cases. In 1915 the total cases shipped was 694,919 cases, of which 69,100 cases were European army shoes and 12,000 cases went through the mail.

The 795,634 cases shipped this year were equivalent to 19,890,850 pairs of a value of \$77,683,045.

In 1915 shipments totaled 17,372,975 pairs of a value of \$60,948,151.25. There were made this year for the armies of Europe 2,500,000 pairs of shoes of a value of \$10,945,000. Last year the foreign army shoes totaled 3,680,000 pairs valued at \$14,794,000. The parcel post shipments totaled 332,000 pairs of shoes valued at \$1,098,240.

Entering upon the second year of the European war a year ago the shoe industry of Brockton did not appear to have much to look forward to. The year 1915 had shown a remarkably light business and there seemed to be little light ahead for the immediate future. But Brockton manufacturers, close students of the situation, were optimistic as always. They saw ahead a readjustment of conditions that should bring greater confidence to the domestic trade and a return to more normal conditions. That their foresight was well founded has been shown during the 12 months that have intervened. For the opening months of the year there was a slight improvement in business. The winter run was fair. The summer run held still stronger and with a good output, and this was followed by a fall season of trade that brought prospects of golden days. Orders came in big volume with the confidence of buyers restored and the necessity urgent of making up depleted stocks that had been allowed to become so through the uncertain days of the year before. Another factor that helped in the voluminous return of the shoe trade was the leather situation, an understanding of which manufacturers had been bringing to the attention of buyers for many months in preparation for the necessary advance in prices of shoes to cover costs.

From the foregoing quotations it appears that the shrinkage in business due, as many believed, to the tariff depression in 1913 and to the tariff and the European war in 1914 was made up in 1915 by a large volume of European army shoes. That is to say, in 1915 the army shoes were valued at nearly

\$15,000,000, while in 1916 the total value of European army shoes was nearly \$11,000,000, a loss of nearly \$4,000,000 in army shoe product, but a net gain on the total year's business of over \$16,000,000.

Mr. John S. Kent of the M. A. Packard Company, who was president of the Brockton Shoe Manufacturers' Association, is quoted as follows:

"The shoe industry of Brockton has done well for the year 1916. An increase of something over 3,000,000 pairs of shoes, after eliminating the army shoes made in the years 1916 and 1915, shows a good, healthy growth in the domestic shoe business and when the working people have also received about \$1,800,000 additional in wages this year over the year 1915, leaving out of consideration the army shoe contracts, it has certainly been a prosperous year for the people who work in the shoe factories.

"The country has been extraordinarily prosperous and there has been a great demand for shoes. Steady employment and good wages in various trades and the larger demand thereby created has been the contributing cause. The high price of leather thus far has not served to check the demand and prospects for prosperous business in the shoe manufacturing trade for the next three or four months are good.

"When the salesmen go out again in March with samples for the fall season and with prices on shoes that will have to be increased to cover the additional cost of the material that goes into their manufacture, they will have before them quite a problem to determine the volume of business, for there is expectation that the generally increased cost of shoes will have its effect in a curtailment of the number of pairs of shoes which customers ordinarily purchase.

"There seems no immediate prospect of lower prices for leather and there is every likelihood that some kinds of leather will be extremely hard to get. I think there will be a tendency in the near future toward the use of fibre soles, rubber heels and cloth tops in an effort to hold down the price of shoes as a result of the increasing price and shortage of leather in the country."

The figures and comments given herein do not seem to leave very much ground for the calamity howlers to stand upon. We refer these facts and statements to the careful consideration of shoe manufacturers and shoe workers everywhere.

THE SEQUEL.

The so-called Adamson Bill enacted by Congress last fall is again prominent in the public mind. This prominence is due to two principal reasons. First, the bill itself which was to have become a law January 1, 1917, is not operative. It is being tested in the courts on the grounds of constitutionality and pending such tests we understand the situation to be that the United States government is enjoined by some court or courts from attempting to enforce the law.

The second reason is that because of the unsettled condition of railroad labor incident to the Adamson law not being enforced, the President has asked Congress to enact the rest of the program which he proposed last fall which includes a provision prohibiting a strike of the railroad workers until an investigation has been made. Perhaps it is not quite correct to call this compulsory arbitration, but it is at least compulsory investigation, and, as such, is a step in the direction of compulsory arbitration. The labor unions unanimously oppose it as a step amounting to involuntary servitude. As to the Adamson Bill itself, we commented upon it in our October issue in parts as follows:

"The Adamson bill provides in brief that railway employees engaged in interstate commerce shall receive the previous ten-hour rate for eight hours. It purports to establish the eight-hour day, but does not do it because it does not prohibit employment for longer periods. If a railroad employe coming within the scope of the law is now working on a twelve-hour run, he may continue to work the same hours, but instead of being paid a certain daily wage for ten hours with two hours overtime, he will be paid the same daily wage for eight hours with four hours overtime at the increased hourly rate.

"The essence of the bill, therefore, is not the establishment of an eight-hour day, but a raise in wages approximating twenty-five per cent.

"Moreover, the measure has not yet gone into effect, as it is not supposed to take effect until January 1st, and there is considerable speculation as to whether it will go into effect at that date, or whether the railroads will contest the law on constitutional grounds.

"To those who have accepted the Adamson bill as an uncompromising victory for or-

ganized labor we wish to point out that organized labor, including the railroad brotherhoods, never asked for the passage of the Adamson bill. This bill was handed to them by Congress and the President. Naturally the railroad men accepted it because to some extent it put the government on record. It might lead to good results, and the brotherhoods could not afford to repudiate it.

"Furthermore, every railroad man knows that whether he gets anything of benefit to himself out of the Adamson bill depends upon his brotherhood or union and not upon the bill itself.

"Trade unionism tells us that we must rely upon our economic organization for the improvement of our working conditions and wages and for the maintenance of those improvements."

We also said in the same article:

"To the foregoing we wish to add that some regard the attitude of unions in opposing wage legislation as selfish. That is to say, that the reason why the unions oppose fixing wages by legislation is that they want to compel the workers to come into the unions as the only means of getting wages. This is a misrepresentation of the attitude of the unions. We oppose fixing wages by law largely as a matter of principle. We do not want a law to say that we shall sell our labor at a certain price, any more than the land owner wants a law to say that he must sell his land at a certain price. We want liberty in the disposal of our labor power and in the bargaining for the sale of it.

"Furthermore, we recognize the dangers of permitting legislators to fix wages, for if they can advance our wages, they can also reduce them, and it is not a question between one political party and another, but may be a question of the changing views and personnel of the members of any or all parties."

It seems that the precise condition we anticipated in the article from which the above quotations are made have come to pass, and now the railroad workers finding the Adamson law of no present value to them, and finding further that the President of the United States, whom they undoubtedly helped to elect, is seeking to tie their hands and prevent their use of their economic organization in an effort to obtain a settlement of their differences, are compelled to rely upon their organization and not upon the law. The most they can hope for at the

present time is to restrain the politicians from interfering with their personal rights and liberties by the enactment of further legislation of a restrictive character.

Some newspaper reports seem to treat it as a mystery, an unexplainable thing that the labor unions favored the enactment of the Adamson law, but now are inclined to ask for its repeal. The reason is not hard to see. The Adamson law now looks like a gold brick, and when the objectionable legislation is urged to accompany it, there is only one thing for organized labor to do, and that is to oppose the enactment of all coercive legislation and probably to urge the repeal of the Adamson law.

That there will be a strenuous contest before the committees of Congress and before the House and Senate is assured. At the first hearing on the proposed law embodying compulsory investigation, two labor men opposed, while there were representatives of boards of trade, commercial bodies, and the attorney for the national association of manufacturers who appeared in favor.

Of course there is the possibility, and perhaps the probability, that in case the law is passed, it will be found unconstitutional. Samuel Gompers, the president of the American Federation of Labor, has called attention to the fact that it is believed to be good law that involuntary service cannot be enforced under the constitution of the United States. "The portion of the bill which arouses the bitterest opposition from labor is Section 14, which follows in part:

"Pending the efforts of the board of mediation and conciliation to settle the controversy through mediation or conciliation or by arbitration, or with whom these means have failed, pending the investigation of the reports of inquiry and for 30 days thereafter, it shall be unlawful for the employees to declare or authorize or practice a strike, or for the employer to declare or practice a lockout.

"Any employer, officer or agent thereof, violating this section shall be deemed guilty of a misdemeanor and upon conviction shall be fined not more than \$25,000 or imprisoned for not more than one year, or both, in the discretion of the court. Any employee violating this section, or any officer or agent of any organization of employees violating this section shall be deemed guilty of a misdemeanor and upon conviction shall be fined not more than \$1,000 or imprisoned not more than one year, or both, in the discretion of the court.

"Any person inciting, encouraging, or in any manner aiding any employer or employee to violate this section shall be deemed guilty of a misdemeanor and upon conviction shall be subject to the same punishment as the employer or employee, as the case may be."

It is our opinion that the Adamson law, with the trouble in its application, furnishes a conclusive example of the unwisdom of labor organizations, either resorting to or accepting legislation, as a means of fixing wages, hours and working conditions.

GIVE US THIS DAY.

Of late there has been a disposition on the part of some employing interests to take out life insurance policies for their employees and to give them insurance instead of wages. Two paper companies in Rumford Falls, Maine, have recently done this, and there has been another instance of a like nature in Millbury, Mass., a suburb of Worcester.

Here the employees of the Felters Co. asked for a 10 per cent raise in wages. They were requested to wait until Christmas when the answer of the company would be given. When Christmas came, the men found in their pay envelopes a life insurance policy which the company said was given them in place of the wage increase asked for by the men.

The men objected and declined to accept the insurance policies as it was stipulated that they would forfeit their rights under the policies if, at any time, they quit the employment. The men, to the number of 75, then went out on strike for a raise in wages.

It seems that the officials of the town and board of trade interests were very much opposed to the strikers, but the strikers found very strong ally in the Rev. Harold L. Rotzel, a clergyman of the town who is reported to have addressed the strikers as follows:

"My interest in this matter has been questioned by several different parties who would have others believe that I was seeking some personal gain.

"I am interested in this strike because I believe the men have a reasonable demand and because they have acted in a legitimate way to have their demands granted. Another reason is that I want to avert trouble if it be possible to do so. Trouble always arises when one side has reason to believe it is not getting a fair deal. Industrial unrest cannot be quieted by sitting on the lid and smothering things. The situation must

be openly faced or adjusted or the rest of the trouble remains and will break out in a more violent form later.

"I am interested in this strike because I know some of the strikers and because I resent the sneers which are made at them and their cause by those who know nothing of the situation.

"I helped to arrange this meeting because I believed the best interests of the community and of both parties would be served by putting the situation before the public.

"We first proposed a meeting in the board of trade rooms where both sides of the controversy would be represented. The Felters Co. refused. The board of trade turned us down because both sides were not represented. That was not our fault.

"In a case in court, if one side is unwilling to appear, that does not prevent the court from taking action. The public has the right to judge the Felters Co., and the board of trade is unfair to the strikers.

"I asked a member of the board of selectmen on what terms we could have the use of Blanchard hall, and have been unable to secure an answer. The only presumption that is left open for us to assume is that the selectmen do not care to give the strikers a chance.

"There was a real reason for the employees being dissatisfied with the pay they were receiving, when they were unable to earn a living wage in a 10-hour day. This is true regardless of the ability of the mill officials to pay; the men have reason to believe the mill officials can give better pay if so inclined.

"This is true regardless of the skill of the employees. The unskilled single men have a right to a living wage which will allow them to marry; else the next generation will be impoverished.

"The Felters Co. did give the strikers a Christmas present, which is worth from \$2.50 to \$5.00 per man. The insurance policy, however, had each a very strong string attached to it in favor of the company.

"Although offering at first to consider something different or better, they have withdrawn that offer, and refuse to consider any adjustment, or to come before the public with their side of the case.

"They refuse to deal with the men as a group, thereby taking advantage of their superior power to bargain with individual men.

"The company officials laugh at the idea of the state board of arbitration coming here

and settling the case, and say they have no use for the board.

"The state board of arbitration has been in operation 30 years; it is not a new and untried law. During the past year the members of this board considered 209 cases. Of this number, 86 were submitted voluntarily by the parties involved; 100 cases were adjusted by the board satisfactorily to both parties; while 18 cases falling settlement were held and decisions published.

"The recommendations made by the board were adopted in 13 of these cases, leaving only five of the 209 cases with which they had to deal, that were not settled. There has been a decrease in the number of strikes since 1913, due to the increasing tendency of employees and employers to accept the advice of the board.

"My advice to you workingmen is, do not return to work tomorrow morning unless you receive your 10 per cent increase. You can't afford to go back and feel sore at the company. It will lead you into more trouble later. If your claim is just, it ought to be granted. If it is not, you should know it from some impartial source.

"Let the officials of the Felters Co. come out in the open with the men and the public by welcoming the state board of arbitration. This is the duly authorized legal way of settling industrial disputes in this state.

"The Felters Co. cannot afford to teach its employees disrespect for law and order and they cannot afford to allow a lot of sore men to go back to work in their mill.

"To the public I would say this: Let's see to it that our state law is respected and obeyed. It's the sure way to industrial peace with justice to all."

We think this incident serves as an object lesson to prove that insurance policies do not give relief against the present high cost of living. A wage earner cannot buy a sack of flour for his family with an insurance policy that promises to give his family a small pittance when he is dead. The insurance scheme is not acceptable; moreover, it has unfair motives. The wage earners say to employers everywhere, "Give us this day our daily bread."

THE NEED OF ARBITRATION BOARDS.

We should like, if possible, to divert the attention of some well meaning people from their frantic shouting for compulsory investigations and compulsory arbitrations to the

more practical and sensible work of promoting voluntary arbitration.

This Boot and Shoe Workers' Union has practiced voluntary arbitration under the trade agreement for over 18 years. These are voluntary contracts entered into upon the union on one side and the employer on the other, and providing that strikes and lockouts shall not take place, and also providing for the arbitration of any disputes that may arise that cannot be mutually adjusted.

In the state of Massachusetts all of our arbitration contracts specify the state board of arbitration as a tribunal before which all disputed points shall be settled. In all other states where we have arbitration contracts, we have a clause providing that in event there is a dispute that cannot be mutually adjusted, each side shall choose a man; these two to choose the third, and the three so chosen shall decide the matter, said decisions to be binding and accepted on each side.

In other words, no other state except Massachusetts maintains a board of arbitration for the adjustment of industrial disputes, that is respected enough by employers and employees alike to be accepted in advance as the arbiter of disputes in the terms of a contract of voluntary arbitration signed by the employer on the one side, and the labor union representing his employees on the other side.

In our own experience it has been amply proven to us that if there were, in the other states, boards of arbitration of equal standing and prestige to that of the Massachusetts State Board of Arbitration, there would be more arbitration and union stamp contracts existing between this union and shoe manufacturing concerns in other states, where now, in the absence of any acceptable state board of arbitration, the method of each side selecting a representative as each dispute arises is sometimes believed to be too cumbersome and unreliable.

We know today of important shoe concerns in states outside of Massachusetts who would be very glad to adopt our union stamp and arbitration policy if there was in existence in their respective state—an arbitration board equal to the Massachusetts State Board of Arbitration. We wish to make and to emphasize this point, that it is useless for employing interests, board of trade interests, or well meaning theorists to advocate different measures of compulsion, such as compulsory investigation or compulsory arbitra-

tion when there does not exist in the several states, arbitration boards needed to serve the growing sentiment among workers and employers for voluntary arbitration entered into by mutual contracts negotiated between themselves.

Arbitration of the voluntary sort is good enough to win its own way and eventually prevail in a large proportion of the industrial field, but compulsory measures will never be a success.

The real friends of industrial peace will do well to use their influence in favor of providing all necessary machinery for the encouragement of voluntary arbitration.

BRIEFS.

Welcome, 1917!

1916 was a good year for the trade unions on this continent. Membership; loyalty, interest and financial power, were all on the increase.

1917 promises to be even a better year for the labor unions of North America, and it is expected that the strength of the organizations of labor will, at the end of 1917, be very materially greater than ever before.

This will be true regardless of the effort now being made in Congress to introduce the elements of compulsory investigation and involuntary servitude into our industrial affairs. If they succeed in passing the law, the law will be resisted, for labor will not be enchained.

Suppose the President has his way and Congress passes the law which provides that during the period of investigation or attempting settlement (and this period is unlimited in length) and for 30 days thereafter, a strike or lockout should be unlawful.

Then suppose the 400,000 railway employees, feeling that their interests have been sufficiently trifled with, should walk out on strike, and then the penalties of the law should be put into effect; that is to say, that the 400,000 railway employees should be fined not more than \$1,000 or imprisoned not more than one year, or both, in the discretion of the courts.

Aside from the constitutional question as to whether Congress has a right to pass any measure involving involuntary servitude, the very enforcement of any penalties directed against the great mass of the people and their liberties is farcical in contemplation.

It might be a nice way to save the President's face, and have the government enjoined from trying to enforce his proposed law on the ground that it is unconstitutional because it obliges free men to work against their will. This would leave the President in a highly gratifying position of pure patriotism in which he is prevented from curing the industrial ills by the wicked railroads on the one hand, and the wicked railway brotherhoods on the other.

Compulsory investigations have been far from satisfactory in Canada. There compulsory investigations has been held to apply to factories making war munitions, and where disputes have arisen, the contracts have been completed before the investigation was completed, so that finally there was nothing to investigate and the workers were obliged as a war measure to continue at work with no redress whatever, for their grievances.

There is little room for doubt, but when the European war is over, the Compulsory Investigation of Disputes Act, now on the statute books of Canada, will be nullified. The trade unionists of the United States do not want the same legislation to obtain any foothold here. Besides that, the United States constitution has an express provision against involuntary servitude.

The Massachusetts State Board of Conciliation and Arbitration is an honored institution of more than 30 years existence as an independent, permanent and salaried board, resting upon a different foundation from any of the make-shifts that have, from time to time, been created in some of the other states. The Massachusetts Board mediates or conciliates between the parties, but cannot arbitrate except upon the consent of both sides. Boards of similar character and standing in other states would help the cause of voluntary arbitration, which in turn would diminish the cry for compulsory measures.

We have not heard any demand that shoe manufacturers and their employes should be compelled to arbitrate. Why? One reason is because voluntary arbitration is largely practiced in our trade so that strikes are few. The other reason is that it is so well known that voluntary arbitration is well established and used that no one would think of asking for compulsory arbitration. If voluntary arbitration was similarly established in other industries, there would likewise be less occasion for well meaning, but perhaps not well grounded persons to clamor for legislation of a compulsory nature.

But someone says that the railways are engaged in a public service. The same is true of all the rest of us. The maker of a shoe is engaged in interstate commerce as well as the one who carries it from place to place. If law restricts the personal freedom of employes of railways, it may also restrict the employes of a watch factory.

The railway corporations are private corporations engaged in public service. There are only two ways to prevent the possibilities of railroad strikes. One is to establish a system of voluntary arbitration, and the other is to establish government ownership. has been unsatisfactory is not a conclusive argument. The writer does not believe in government argument. If both sides approach the problem in a proper spirit, voluntary arbitration can be a success, depending of course, upon the calibre and character of the tribunal that decides the various disputes.

When organized labor has a seat in the cabinet of every principal nation in the world, the danger of war would be greatly reduced. The labor unions represent the producing masses who are extremely tired of making both the cannon and the fodder; making the guns and furnishing the targets; creating wealth and made to destroy it in war, only creating it again with their own hard labor. Out of evil comes good, and the present war cannot fail to bring a greater recognition of the wage earners and their organizations which will promote the future peace and well-being of mankind.

.. FRENCH DEPARTMENT ..

LA PAIX DU MONDE.

A l'heure actuelle l'on parle beaucoup de la paix du monde, en commençant avec la dernière proposition venant de l'Allemagne, et stimulée jusqu' à un certain point par l'action du président des États-Unis qui a envoyé une note à toutes les puissances belligérantes.

La paix du monde est sans doute désirable, et surtout par les organisations laborieuses, mais rien moins qu' une paix réelle et permanente semble désirable.

Avant la déclaration de cette terrible guerre européenne, et pour un nombre d'années auparavant, les organisations laborieuses du monde, dans leurs relations internationales, se sont continuellement prononcées contre la guerre, et nous étions sous l'impression que l'attitude des travailleurs à gages de tous les pays aurait une influence salutaire sur les gouvernements.

Mais quand arriva le moment de l'épreuve, on s'aperçut que les organisations laborieuses étaient pratiquement sans aucune influence; elles furent emportées dans le tourbillon de la guerre sur l'ordre de leurs gouvernements respectifs nationaux sans avoir été consultées du tout. Sans avoir reçu la moindre considération sur le sujet on envoya les travailleurs servir de chair à canon.

Et c'est ainsi que quand la guerre européenne commença ses débats entre la Serbie et l'Autriche-Hongrie, engageant immédiatement l'Allemagne, la Russie, la France, la Belgique, l'Angleterre, etc., les membres des unions de métiers de l'Europe se virent plongés dans des opérations militaires tout comme si les résolutions adoptées dans différentes réunions n'étaient que des chiffons de papier.

Entr' autres choses, la guerre européenne a prouvé que les résolutions des unionistes de métiers contre la guerre n'ont aucun effet que si les organisations laborieuses ont voix dans l'administration de leurs gouvernements respectifs. Même depuis que la guerre est commencée, il a fallu au-delà de deux années d'opérations militaires pour décider l'Angleterre à ajouter un ministre du travail au cabinet, et les autres nations belligérantes de l'Europe n'ont encore rien fait à ce sujet.

Nous ne nous proposons pas de donner une expression de partisan dans les présentes négociations de paix. Nous désirons laisser toute liberté de jugement à nos lecteurs sur ce sujet. Ils peuvent décider comme ils l'entendront si l'Allemagne était sincère quand elle demandait récemment la paix. Ils peuvent aussi déterminer si l'attitude des gouvernements alliés était justifiable de rejeter la proposition de l'Allemagne. Nous insistons seulement sur le point que, si les gouvernements de l'Europe avaient reconnu l'importance du travail dans la gérance des affaires publiques, nous croyons que la guerre actuelle n'aurait pas eu lieu.

La guerre débuta entre autocraties où le travail n'avait aucune voix, et les autres gouvernements furent inclus sans aucune représentation du travail. Aussi longtemps que ces conditions existeront, il y a danger que d'autres guerres se déclarent, et qu' on refuse encore au travail l'opportunité de ce servir de son influence contre une telle catastrophe.

Conséquemment, nous ne croyons pas expédient pour la classe laborieuse de s'exciter sans raison en ce qui se rapporte aux propositions de paix du monde. Quoique nous voudrions voir cette paix arriver nous devons nous rappeler que l'histoire nous enseigne que les guerres donnent de bons comme de mauvais résultats, et que les libertés du peuple dans les différentes parties du monde ont été gagnées au moyen de guerres. Le prix est terrible, et il l'est toujours, mais les résultats sont souvent important, et nous espérons que quand le présent conflit européen sera fini, le peuple des différentes nations pourront jouir de plus de libertés et auront plus d'influence dans l'administration future de leurs gouvernements.

Le travail aura plus d'importance que jamais chez ces nations. A cause de la perte terrible de vie et des millions d'estropiés, les travailleurs vont se faire rares, et, à cause des événements destructeurs de la guerre, il y aura une énorme demande pour travailleurs. Il est raisonnable de supposer que les organisations laborieuses seront plus puissantes dans tous les pays de l'Europe, et qu' elles demanderont et re-

cevront voix dans les conseils des nations.

Il est probable qu' avant que la paix soit déclarée, les représentants du travail des différentes nationalités seront entendus, et qu' ils exigeront qu' on donne la garantie d'une paix durable comme condition qui servira de précédent avant de terminer la guerre.

Nous ne cherchons pas à glorifier la guerre, ni désirons-nous qu' on la continue, mais nous affirmons qu' une paix qui temporise avec les conditions actuelles, et qui contient nulle garantie pour l'avenir protégeant les travailleurs à gages contre une répétition de déclaration de guerre, est une paix prématurée.

LA PROSPÉRITÉ DE BROCKTON.

Depuis quelques années, en différents temps, certaines gens de Brockton et des environs ont montré des dispositions à affirmer que la ville de Brockton était sur le déclin, et quelques ennemis de l'Union des "Boot and Shoe Workers" ont accusé cette organisation d'être responsable de cet état de choses, et que son contrat d'arbitrage, en même temps que l'usage du Cachet de l'Union, si général à Brockton et le voisinage, étaient nuisibles aux intérêts de la ville.

Nous avons toujours soutenu, que quand les affaires étaient tranquilles à Brockton, c'était dû à la condition générale des affaires par tout le pays. Ce que nous avons avancé semble maintenant être prouvé par une évidence très conclusive, y compris l'affirmation, que quand les conditions générales d'affaires sont prospères dans le pays, Brockton a sa grande part de prospérité.

A l'élection municipale récente de la ville de Brockton, une publication contrôlée par la Ligue de non-licence, opposée à l'octroi de licences, contenait l'exposé significatif suivant: "Depuis 18 ans, Brockton a augmenté son évaluation de \$30,127,248, et a plus que doublé sa population d'un peu plus de 33,000 à probablement plus de 66,000. L'assistance à nos écoles supérieures a constamment augmenté. L'esprit de fraternité entre les peuples de différentes nations et croyances est devenu plus fort. Nous avons une population sobre, industrielle, et satisfaite; notre ville est honorée ailleurs comme elle l'est ici."

Nous soumettons qu' une ville qui a plus que doublé sa population et son évaluation dans une période de 18 ans n'a pas reçu de tort à cause de notre conduite d'arbitrage,

laquelle, par une coïncidence singulière, existe en cette ville depuis exactement dix huit ans.

Nous ne concédons pas, toutefois, que l'absence de la buvette fut la cause de toute cette prospérité, mais nous croyons qu' une large portion est due à l'amélioration des conditions laborieuses qui ont existé dans la ville de Brockton durant cette même période.

A la fin de l'année 1916, la presse de Brockton publia un résumé de l'industrie de chaussures pour l'année dans lequel on affirmait que 1916 était la plus prospère que Brockton avait jamais eue. Nous empruntons les chiffres suivants et les commentaires d'un des journaux quotidiens de Brockton:

Nombre total de colis expédiés en 1916	795,634
Nombre total de colis expédiés en 1915	694,919
Augmentation en 1916	100,715
Nombre de paires expédiées en 1916	19,890,850
Nombre de paires expédiées en 1915	17,372,975
Augmentation en 1916	2,517,875
Valeur des chargements en 1916	\$77,683,045.00
Valeur des chargements en 1915	60,948,151.25
Augmentation en 1916	\$16,734,893.75
Paires expédiées à l'armée européenne	2,500,000
Evaluation	\$10,945,000.00
Expédié par malle-poste	382,800
Evaluation	\$ 1,098,240.00
Ouvriers en chaussures unionistes dans la ville, le 1er déc 1916	11,518
Ouvriers en chaussures unionistes dans la ville, le 1er déc. 1915	12,204

"Avec un 'retour' imprévu dans le commerce domestique Brockton complète l'année 1916 avec une prospérité surpassant ce qui s'est vu jusqu' à présent. Les chaussures pour l'armée européenne, ce qui a sauvé une situation de stagnation dans l'industrie de 1915, n'étaient qu' un item cette année dans le record des gros chargements de chaussures obtenus. Pour l'année 1917, la nouvelle année devant nous, tout indique que l'industrie de chaussures sera vigoureuse, avec un seul nuage au firmament—la rareté du cuir et les hauts prix."

Les différents établissements de chaussures de Brockton ont expédié cette année, en chaussures manufacturées, un total de 795,634 colis. Trois établissements de Brockton envoyèrent 50,000 50-colis de paires de chaussures pour les armées russes et

italiennes. Les envois par la malle-poste de cette ville se montent à 13,312 colis. En 1915 le total des colis expédiés se montait 694,919; sur ce nombre 69,100 furent des chaussures pour l'armée européenne et 12,000 furent expédiés par malle-poste.

Les 795,634 colis expédiés cette année équivalent à 19,890,850 paires d'une valeur de \$77,683,045.

En 1915 les chargements s'élevèrent à 17,372,975 paires d'une valeur de \$60,948,151.25. On a manufacturé cette année pour les armées de l'Europe, 2,500,000 paires de chaussures d'une valeur de \$10,945,000. L'année dernière les commandes pour chaussures expédiées à l'armée étrangère s'élevaient à 3,680,000 paires d'une valeur de \$14,784,000. Les envois par malle-poste se montaient à 332,000 paires de chaussures évaluées à \$1,099,240.

Comme le conflit européen entraînait dans sa deuxième année il y a un an, l'industrie de chaussures de Brockton ne semblait pas avoir une brillante perspective. L'année 1915 avait été médiocre et l'on ne voyait rien pour indiquer du progrès dans un avenir prochain. Mais les manufacturiers de Brockton, connaissant la situation, étaient optimistes comme ils le sont toujours. Ils prévoyèrent une amélioration de conditions qui aurait pour effet d'inspirer plus de confiance dans le commerce domestique et le retour de conditions normales. Qu' ils ont eu raison a été prouvé par les affaires des derniers 12 mois. Les premiers mois de l'année annoncèrent une légère amélioration dans les affaires. L'hiver fut passable. L'été augmenta considérablement et fut suivi par un automne qui mit les affaires sur un pied qui rappella l'âge d'or. Les commandes arrivèrent constamment avec la confiance des acheteurs rétablie. L'incertitude des jours de l'année précédente était dissipée, et l'on comprenait la nécessité de renouveler les marchandises qu' on n'avait plus en main. Ce qui aida beaucoup au retour considérable du commerce de chaussures fut la situation du cuir—situation que les manufacturiers et les acheteurs avaient considérée avec soin pendant plusieurs mois en prévision de l'augmentation dans le prix des chaussures pour faire face aux dépenses.

Par ce qui précède il paraîtrait que la diminution des affaires due, comme, beaucoup le croyaient, à la dépression du tarif en 1913 ainsi qu' au tarif et la guerre européenne en 1914 fut remplacée en 1915 par un volume considérable de chaussures pour les armées

d'Europe. Ce qui veut dire, qu' en 1915 les chaussures de l'armée avaient une valeur de près de \$15,000,000, tandis qu' en 1916 la valeur totale de ces chaussures était de près de \$11,000,000, une perte de près de \$4,000,000 dans les commandes de l'armée, mais un gain net d'au-delà de \$16,000,000 sur les affaires de l'année.

Nous citons ce qui suit, de M. John S. Kent de la compagnie M. A. Packard, qui était président de l'association des manufacturiers de chaussures de Brockton:

"L'industrie de chaussures de Brockton a bien fait en 1916. Nous constatons une augmentation d'au-delà de 3,000,000 de paires de chaussures, après avoir éliminé les chaussures faites pour l'armée en 1916 et 1915. Voilà qui indique une saine augmentation dans le commerce domestique de chaussures. Si l'on prend en considération que les travailleurs ont reçu \$1,800,000 de plus qu' en l'année 1915, laissant de côté les contrats pour chaussures de l'armée, l'année a certainement été prospère pour ceux qui travaillent dans les manufactures de chaussures.

"Le pays a été extraordinairement prospère et il y a eu grande demande pour chaussures. De l'emploi constant et de bons gages dans différents métiers et une demande plus prononcée ont été la cause qui a contribué à cette prospérité. Le prix élevé du cuir n'a pas servi jusqu' à présent à arrêter la demande, et la perspective pour la prospérité des affaires dans la manufacture de chaussures semble bonne pour les prochains trois ou quatre mois.

Quand les commis-voyageurs partiront encore en mars avec des échantillons pour la saison d'automne et avec des prix sur les chaussures, qui seront plus élevés, pour faire face à l'augmentation du matériel qui entre dans la manufacture, ils auront un certain problème à résoudre pour déterminer le montant d'affaires qu'ils pourront transiger, car l'on s'attend à ce que le prix plus élevé des chaussures ait pour effet une diminution dans les commandes.

Il n'y a aucune perspective immédiate que le prix du cuir baisse et tout indique que certains cuirs seront extrêmement rares. Je crois que dans un avenir prochain les semelles seront de fibres, les talons en caoutchouc et le dessus en drap afin de pouvoir réduire le prix des chaussures à cause de l'augmentation du prix et de la rareté du cuir dans le pays."

Ces chiffres et commentaires doivent réduire au silence les grogneurs qui criaient à la calamité. Nous soumettons ces faits à

la sérieuse considération des manufacturiers de chaussures et des ouvriers en chaussures partout.

DONNEZ-NOUS AUJOURD' HUI

Dernièrement, certaines corporations ont montré quelque disposition à s'assurer des polices d'assurance pour leurs employés et de leur donner de l'assurance en guise de gages. Deux compagnies de papier de Rumford Falls, Maine, ont fait cela récemment, et nous en voyons un autre exemple à Millbury, Mass., à proximité de Worcester.

Ici, les employés de la Compagnie Felters demandèrent une augmentation de 10 pour cent. On leur demanda d'attendre jusqu' à Noël pour une réponse de la compagnie. Quand arriva Noël, les hommes trouvèrent dans leur enveloppe une police d'assurance sur la vie que leur donnait la compagnie au lieu d'une augmentation de gages que les employés avaient demandée.

Les hommes firent objection et refusèrent d'accepter ces polices d'assurance parce qu' on stipulait que les employés perdaient leurs droits à ces polices, si, dans aucun temps ils quittaient l'emploi de la compagnie. Les hommes, au nombre de 75, décidèrent alors de se mettre en grève afin d'obtenir une augmentation de gages.

Il paraîtrait que les officiers de la ville et le bureau de commerce s'opposèrent à l'action des grévistes, mais ceux-ci trouvèrent un puissant auxiliaire dans la personne du révérend Harold L. Rotzel, un ministre de la ville qui, dit-on, adressa les grévistes comme suit:

"Certains personnes ont douté de mon intérêt sur ce sujet et ont cherché à faire croire que j'agissais dans un but de gain personnel.

"Je suis intéressé dans cette grève parce que je crois que les hommes ont demandé ce qui est raisonnable et parce qu' ils ont agi d'une manière légitime pour que leur demande soit accordée. Une autre raison est mon désir d'éviter tout trouble s'il y a moyen. Le trouble paraît toujours quand un parti a raison de croire qu' il n'est pas justement traité. Le malaise industriel ne peut s'apaiser en essayant à étouffer les choses. La situation doit être envisagée ouvertement ou réglée, sinon il reste un certain malaise qui éclatera plus violent que jamais plus tard.

"Je suis intéressé dans cette grève parce que je connais quelques uns des grévistes et

parce que je ressens les railleries qu' on leur adresse, et qui viennent de gens qui ne connaissent rien de la situation.

"J'ai aidé à convoquer cette réunion parce que j'ai cru que je servais les meilleurs intérêts de la localité et des deux partis en plaçant la situation devant de public.

"Nous avions d'abord proposé de se réunir dans les bureaux de la chambre du commerce où les deux côtés de la controverse seraient présentés. La compagnie Felters refusa. La chambre de commerce nous brüla la politesse parce que les deux côtés n'étaient pas représentés. Ce n'était pas notre faute.

"Quand un cas est présenté en cour, si un parti ne veut pas paraître, cela n'empêche pas le tribunal d'agir. Le public a le droit de juger la compagnie Felters, et la chambre de commerce traite les grévistes avec injustice.

"J'ai demandé à un membre du bureau des selectmen sous quelles conditions pourrions-nous engager la salle Blanchard, et il nous a été impossible d'avoir une réponse. Nous sommes donc forcés de conclure que les selectmen ne désirent donner aucune chance aux grévistes.

"Les employés avaient raison d'être mécontents avec les gages reçus, quand ils étaient incapables de gagner assez pour vivre avec une journée de dix heures de travail. Ceci est vrai sans égard à la capacité des officiers de ces corporations de payer; les hommes ont raison de croire que ces officiers peuvent donner de meilleurs gages s'ils le veulent.

Ceci est vrai sans égard à l'habilité des employés. Les garçons sans expérience ont le droit d'avoir des gages qui leur permettront de se marier; sinon la prochaine génération sera dans un état d'appauvrissement.

"La compagnie Felters a donné aux grévistes un cadeau de Noël valant de \$2.50 à \$5 par homme. La police d'assurance, toutefois, avait une condition tout en faveur de la compagnie.

"Refusant d'abord de considérer quelque chose différent ou meilleur, ils ont retiré cette offre, et ils refusent de considérer aucun règlement, ou de paraître devant le public pour présenter leur version du cas.

Ils refusent de traiter avec les hommes comme groupe, prenant avantage de leur pouvoir supérieur pour traiter individuellement avec les hommes.

"Les officiers de la compagnie rient de l'idée de soumettre le cas au bureau d'arbitrage de l'état, et annoncent qu' ils ne veulent pas de ce bureau.

"Le bureau d'état d'arbitrage existe depuis 30 ans; c'est n'est rien de neuf. Durant l'année dernière les membres de ce bureau ont considéré 209 cas. De ce nombre, 86 furent soumis volontairement par les intéressés; 100 cas furent réglés par le bureau d'une manière satisfaisante aux deux côtés, tandis que 18 cas non-réglés furent retenus et les décisions publiées.

"Les recommandations du bureau furent adoptées dans 13 de ces cas, ne laissant que cinq sur 209 cas qui ne purent se régler. Depuis 1913 il y a eu diminution dans le nombre de grèves; cela est dû à la tendance toujours croissante des employés et des patrons à accepter les avis du bureau.

"Voici mon avis aux travailleurs: n'allez pas au travail demain à moins que vous receviez votre 10 pour cent d'augmentation. Vous ne pouvez retourner au travail et être mécontents avec la compagnie. Cela vous conduira à plus de trouble plus tard. Si votre demande est juste, elle devrait être accordée. Si elle ne l'est pas vous devriez l'apprendre de source impartiale.

Que les officiers de la compagnie Felters se montrent au jour avec les hommes et le public en accueillant le bureau d'arbitrage de l'état. C'est le moyen légal autorisé pour régler les différends industriels dans cet état.

"La compagnie Felters ne pourrait enseigner le manque de respect pour la loi et l'ordre à ses employés et ils ne peuvent laisser un lot d'hommes mécontents retourner au travail dans leurs établissements.

"Au public je dirai: Voyons à ce que notre loi d'état soit respectée et obéie. C'est le chemin le plus sûr pour la paix industrielle avec justice pour tous."

Nous croyons que cet incident sert de leçon pour prouver que les polices d'assurance ne sont d'aucun secours contre la cherté de la vie actuelle. Un travailleur à gages ne peut acheter un sac de farine pour sa famille avec une police d'assurance qui promet à cette famille une petite pitance après sa mort. Le plan d'assurance n'est pas acceptable; de plus, les motifs en sont injustes. A tous les patrons les employés disent en choeur: "Donnez-nous aujourd'hui notre pain quotidien."

LE BESOIN DE BUREAUX D'ARBITRAGE

Nous voudrions, si possible, détourner l'attention de quelques personnes bien intentionnées, de leurs demandes frénétiques pour investigations obligatoires et arbi-

trages obligatoires au travail plus pratique et sensé pour promouvoir l'arbitrage volontaire.

Cette Union des "Boot and Shoe Workers" a pratiqué l'arbitrage volontaire par traité depuis au-delà de 18 ans. Ce sont des contrats volontaires entre l'Union d'un côté, et le patron de l'autre, pourvoyant à ce que les grèves et lockouts n'aient pas lieu, et pourvoyant à ce que tous les différends qui ne peuvent être réglés mutuellement soient soumis à l'arbitrage.

Dans l'état du Massachusetts tous nos contrats d'arbitrage spécifient que le Bureau de l'état sera le tribunal reconnu pour régler toute question. Dans tous les autres états où nous avons des contrats, nous avons une clause demandant que, quand un différend ne peut être réglé mutuellement, chaque côté choisira un homme; ces deux en choisiront un troisième; et les trois ainsi choisis décideront la question, les dites décisions devant obligatoires de chaque côté.

En d'autres mots, aucun autre état à part du Massachusetts maintient un Bureau d'arbitrage pour régler les différends industriels, ayant le respect des patrons comme des employés qui acceptent d'avance les décisions de ce Bureau par les termes d'un traité d'arbitrage volontaire signé par le patron d'un côté, et l'union ouvrière représentant ses employés de l'autre.

Notre propre expérience nous a amplement prouvé que si les autres états avaient des bureau d'arbitrage à l'instar du Bureau d'arbitrage de l'état du Massachusetts, nous aurions plus de contrats d'arbitrage avec cachet de l'union entre cette union et les manufacturiers de chaussures des autres états, où, actuellement, en l'absence d'un bureau d'arbitrage de l'état acceptable, la méthode de choisir un représentant, quand il s'agit de régler une question, est quelques fois incommode et incertaine.

Nous connaissons d'importantes compagnies dans des états en dehors du Massachusetts qui seraient anxieuses d'adopter notre Cachet et notre traité d'arbitrage, s'ils avaient un Bureau d'arbitrage comme celui que nous avons dans le Massachusetts. Nous désirons déclarer emphatiquement, qu'il est utile à ceux qui donnent du travail, aux bureaux de commerce, ainsi qu'aux théoristes bien intentionnés qui sont partisans de différentes mesures obligatoires, comme l'investigation obligatoire ou l'arbitrage obligatoire, d'avoir, dans tous les états, des bureaux d'arbitrage qui sont nécessaires pour continuer à inculquer le sentiment de

l'arbitrage volontaire dans des contrats mutuels entre patrons et employés.

L'arbitrage volontaire est assez bonne pour faire son chemin et parvenir à intéresser une grande proportion du champ industriel, mais les mesures obligatoires ne réussiront pas.

PETITES NOTES.

Bienvenue, 1917.

1916 fut une bonne année pour les unions de métiers de ce continent. Le nombre et la qualité des membres, la loyauté, l'intérêt, et le pouvoir financier ont tous été dans l'ascendant.

1917 promet d'être une meilleure année pour les unions laborieuses de l'Amérique du Nord, et l'on s'attend à ce que la puissance des organisations de travail soit, à la fin de l'année 1917, plus considérable que jamais.

Ceci sera vrai en dépit des efforts que fait le Congrès pour introduire les éléments de l'investigation obligatoire et de la servitude involontaire dans nos affaires industrielles. S'ils réussissent à passer cette loi, nous y résisterons, car on n'enchaînera pas le travail.

Supposons que le président gagne son point et que le congrès passe la loi pourvoyant à ce que durant la période d'investigation ou d'essai de régler (et cette période n'a pas de limite) pour 30 jours après, une grève ou lockout soit illégale.

Supposons alors que 400,000 employés de chemins de fer, sentant qu'on s'est moqué suffisamment de leurs intérêts, se mettent en grève, et qu'on mettrait en force les pénalités de la loi; c'est-à-dire, que les 400,000 employés de chemins de fer soient sujets à une amende de \$1,000 ou à un emprisonnement de pas plus d'un an, ou les deux, à la discrétion de la cour.

A part la question constitutionnelle qui conteste au Congrès le droit de passer des mesures comprenant la servitude involontaire, la mise en force d'aucune pénalité dirigée contre la grande masse du peuple et leurs libertés est une comédie à considérer.

Ce serait un heureux moyen de sauver la face du président; et d'enjoindre le gouvernement d'essayer à mettre en force sa loi pro-

posée d'après le principe que c'est inconstitutionnel parce que cela force des hommes libres à travailler contre leur volonté. Cela laisserait le président dans une position satisfaisante de pur patriotisme dans lequel ou l'empêcherait de guérir les maladies industrielles par les méchants chemins de fer d'un côté, et les méchantes confraternités de chemins de fer de l'autre.

Les investigations obligatoires ont été loin d'être satisfaisantes au Canada. Là où l'investigation obligatoire s'est appliquée aux manufactures de munitions de guerre, et que des différends se sont élevés, les contrats ont été complétés avant la fin de l'investigation, de sorte qu'il ne restait plus rien à s'enquérir, et les travailleurs étaient obligés comme mesure de guerre de continuer à travailler sans recevoir justice pour leurs griefs.

Nous ne doutons pas, qu'après la guerre européenne, l'acte d'investigation obligatoire maintenant sur les statuts du Canada, sera annulé. Les unionistes de métiers des Etats-Unis doivent faire en sorte que cette législation ne s'établisse pas ici. De plus, la constitution des Etats-Unis pourvoit expressément contre la servitude involontaire.

Le Bureau de conciliation et d'arbitrage de l'état du Massachusetts est une institution honorée d'au-delà de 30 ans d'existence comme bureau permanent, indépendant et salarié, reposant sur une différente base que ceux qui ont été créés dans quelques uns des autres états de temps à autre. Le Bureau du Massachusetts agit comme médiateur et conciliateur entre les partis, mais ne peut pas arbitrer que sur le consentement des deux partis. Des bureaux de semblable nature dans les autres états aideraient à la cause de l'arbitrage volontaire, ce qui aurait pour effet de diminuer les mesures obligatoires.

Mais quelqu'un a dit que les chemins de fer étaient pour le service public. La même chose est vrai pour nous tous. Celui qui fait une chaussure est engagé dans un commerce entre état tout comme celui qui le transporte de place en place. Si la loi restreint la liberté personnelle des employés de chemins de fer, elle peut faire de même chose des employés d'une manufacture de montres.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
"0"	George W. Cramer,	Dowagiac, Mich.
"0"	Frank Budrick,	Quincy, Mass.
25	James Dolin,	St. Louis, Mo.
35	Frank H. Durand,	Brockton, Mass.
35	Walter H. French,	Brockton, Mass.
37	P. H. Swift,	Brockton, Mass.
46	Geo. A. VanAlstyne,	Rochester, N. Y.
48	Mrs. Edw. E. Turner,	Rockland, Mass.
78	James W. Young,	Holbrook, Mass.
93	Thomas Lachcik,	Chicago, Ill.
118	Peter Wingren,	Brockton, Mass.
129	Jennie Winslow,	Whitman, Mass.
"0" 154	Alice Simonds,	Brockton, Mass.
174	Ramouel Abour,	Salem, Mass.
222	Wm. Bauer,	Cincinnati, O.
371	E. A. Gulifer,	No. Abington, Mass.
472	Pat. Loftus,	Montreal, Que

DEFAULTED.

George Winslow of Local 482, St. John's, Newfoundland, left that city early in September for parts unknown. An investigation of his local accounts disclosed a shortage of ninety-three dollars. This amount has been paid to the local union by the Massachusetts Bonding and Insurance Company, but this notice is published in the hope that the whereabouts of this member may be ascertained.

According to his application for membership he is a heel-lift cutter by trade, and about forty-eight years of age. He is five feet eight inches tall, weighs about one hundred and forty pounds, has brown hair and brown eyes and of fair complexion. Any information which will assist in locating him will be appreciated.

C. L. BAINE,
General Secretary-Treasurer.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.
6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.
7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.
8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.
9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.
10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.
11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.
12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer

Sick, Disability and Death Benefits Paid During 1916

Union No.	Town, City or State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
"0"	Boston, Mass.	\$ 2,879.88	\$ 200.00	\$ 650.00	\$ 3,729.88
"0"	Dover, N. H.	279.60	50.00		329.60
"0" 154	Brockton, Mass.	8,799.80	600.00	350.00	9,749.80
"0" 180	Boston, Mass.	5.00			5.00
"0" 275	Avon, Mass.	681.56		250.00	931.56
"0" 357	Bridgewater, Mass.	2,553.17	100.00	300.00	2,953.17
1	Haverhill, Mass.	769.91		100.00	869.01
2	Haverhill, Mass.	82.14			82.14
6	Haverhill, Mass.	2,395.85	100.00	100.00	2,595.85
11	Stoneham, Mass.	93.57			93.57
15	Rochester, N. Y.	118.55		100.00	218.55
19	Framingham, Mass.	194.44		150.00	344.94
20	Middleboro, Mass.	3,686.54	350.00	400.00	4,436.54
21	Manchester, N. H.	90.34		100.00	190.34
25	St. Louis, Mo.	1,378.19		300.00	1,617.19
26	Haverhill, Mass.	151.37		100.00	251.37
27	New Bedford, Mass.	209.20			209.20
28	Manchester, N. H.	661.33			661.33
30	Detroit, Mich.	42.13			42.13
31	Whitman, Mass.	540.60		100.00	640.60
32	Lynn, Mass.	190.70			190.70
35	Brockton, Mass.	2,755.97		900.00	3,655.97
36	Brockton, Mass.	1,207.10	200.00	500.00	1,907.10
37	Brockton, Mass.	1,147.74		600.00	1,747.74
38	Brockton, Mass.	3,004.45	350.00	475.00	3,829.55
40	Milford, Mass.	896.22			896.22
45	Auburn, Me.	20.00			20.00
46	Rochester, N. Y.	116.39		300.00	416.39
48	Rockland, Mass.	4,752.64	200.00	1,000.00	5,952.64
51	Manchester, N. H.	77.84			77.84
53	E. Weymouth, Mass.	532.13	100.00	400.00	1,032.13
59	Marlboro, Mass.	187.52		150.00	337.52
68	Cincinnati, O.	1,562.35		300.00	1,862.35
69	Whitman, Mass.	681.40			681.40
74	Brockton, Mass.	3,507.29	150.00	275.00	3,932.29
78	Holbrook, Mass.	642.10	300.00	150.00	1,092.10
79	Danvers, Mass.	115.00			115.00
88	London, Ont.	199.26			199.26
90	St. Louis, Mo.	309.97		50.00	359.97
93	Chicago, Ill.	97.14			97.14
94	Chicago, Ill.	55.00	100.00		155.00
99	Lynn, Mass.	51.42			51.42
100	Brockton, Mass.	3,970.17	500.00	900.00	5,370.17
103	Nashua, N. H.	2,013.86		100.00	2,113.86
105	Whitman, Mass.	382.01		100.00	482.01
108	Lynn, Mass.	475.32			475.32
109	East St. Louis, Mo.	50.00			50.00
111	Brockton, Mass.	1,436.43	200.00	300.00	1,936.43
118	Brockton, Mass.	1,896.46	150.00	500.00	2,046.46
122	Randolph, Mass.	716.99		200.00	916.99
129	Whitman, Mass.	1,439.99		400.00	1,839.99
130	North Brookfield, Mass.	461.38	100.00	100.00	661.38
133	Chicago, Ill.	100.00		100.00	200.00

Union No.	Town, City or State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
136	Brantford, Ont.	30.00	.....	.....	30.00
137	Rochester, N. Y.	20.00	.....	100.00	120.00
143	South Braintree, Mass.	1,046.43	50.00	200.00	1,296.43
144	Belleville, Ill.	5.00	.....	.....	5.00
150	Rochester, N. Y.	99.26	.....	.....	99.26
155	New York, N. Y.	102.11	.....	150.00	252.11
159	Syracuse, N. Y.	20.00	.....	.....	20.00
160	Brooklyn, N. Y.	632.57	.....	.....	632.57
161	Spencer, Mass.	115.34	.....	.....	115.34
162	Worcester, Mass.	65.00	.....	100.00	165.00
163	North Adams, Mass.	59.63	.....	100.00	159.63
165	North Adams, Mass.	67.13	.....	.....	67.13
166	Cedarburg, Wis.	35.00	.....	.....	35.00
174	Salem, Mass.	1,193.67	.....	150.00	1,343.67
180	Holliston, Mass.	153.68	.....	.....	153.68
191	Haverhill, Mass.	469.88	.....	250.00	719.88
196	New York, N. Y.	162.11	.....	.....	162.11
197	Sheboygan, Wis.	67.13	.....	.....	67.13
201	North Adams, Mass.	268.53	.....	.....	268.53
205	Lynn, Mass.	94.94	.....	100.00	194.94
206	Kitchener, Ont.	.71	.....	.....	.71
210	Cincinnati, O.	597.78	.....	200.00	797.78
216	San Francisco, Cal.	142.50	.....	100.00	242.50
222	Cincinnati, O.	999.85	.....	250.00	1,249.85
228	Hamilton, Ont.	92.13	.....	100.00	192.13
229	Boston, Mass.	1,731.70	100.00	250.00	2,081.77
232	Hamilton, Ont.	37.13	.....	.....	37.13
233	Toronto, Ont.	657.40	.....	200.00	857.40
234	Hamilton, Ont.	470.00	.....	.....	470.00
238	New Bedford, Mass.	974.51	.....	100.00	1,074.51
243	New Bedford, Mass.	1,231.34	.....	50.00	1,281.34
244	Natick, Mass.	200.00	.....	.....	200.00
249	Montreal, P. Q.	412.72	.....	250.00	662.72
252	Brookfield, Mass.	314.60	.....	.....	314.60
256	Brockton, Mass.	1,214.51	300.00	100.00	1,614.51
257	St. Hyacinthe, P. Q.	548.10	.....	.....	548.10
259	Stoughton, Mass.	68.57	.....	.....	68.57
262	Belleville, Ill.	185.03	.....	.....	185.03
266	Montreal, P. Q.	497.07	.....	200.00	697.07
268	Chippewa Falls, Wis.	60.00	.....	50.00	110.00
270	Farmington, N. H.	14.25	.....	200.00	214.25
275	Avon, Mass.	249.62	.....	.....	249.62
276	Racine, Wis.	279.96	.....	.....	279.96
281	St. Paul, Minn.	30.00	.....	.....	30.00
282	Neenah, Wis.	20.00	.....	.....	20.00
285	North Adams, Mass.	395.00	.....	.....	395.00
287	Haverhill, Mass.	140.72	.....	.....	140.72
289	Lynn, Mass.	83.55	.....	.....	83.55
295	St. Paul, Minn.	21.42	.....	.....	21.42
297	North Adams, Mass.	25.00	.....	100.00	125.00
298	Chicago, Ill.	20.00	.....	.....	20.00
305	Buffalo, N. Y.	65.71	.....	50.00	115.71
308	Boston, Mass.	187.72	.....	50.00	237.72
309	New York, N. Y.	10.00	.....	.....	10.00
323	Danbury, Conn.	22.50	.....	.....	22.50

Union No.	Town, City or State	Sick Benefits	Disability Benefits	Death Benefits	Total Benefits
324	Oakland, Cal.	35.00	.....	.....	35.00
330	Galt, Ont.	12.50	.....	.....	12.50
335	Petaluma, Cal.	130.00	.....	.....	130.00
338	St. Louis, Mo.	1,244.51	100.00	250.00	1,594.51
341	Haverhill, Mass.	216.39	.....	.....	216.39
345	Rochester, N. H.	47.50	.....	.....	47.50
347	Hamilton, Ohio	85.00	.....	.....	85.00
356	North Easton, Mass.	82.50	.....	.....	82.50
362	Belfast, Me.	694.20	.....	.....	694.20
365	Brockton, Mass.	2,394.91	.....	200.00	2,594.91
370	Brockton, Mass.	359.17	.....	200.00	559.17
371	North Abington, Mass.	3,382.26	200.00	1,000.00	4,582.26
378	Watertown, Wis.	80.00	.....	.....	80.00
384	Philadelphia, Pa.	10.00	.....	.....	10.00
393	Brockton, Mass.	36.78	.....	200.00	236.78
396	Manchester, N. H.	258.55	.....	.....	258.55
397	Manchester, N. H.	389.91	.....	100.00	489.91
406	Brockton, Mass.	319.98	.....	.....	319.98
411	Lebanon, Pa.	10.00	.....	.....	10.00
425	Whitman, Mass.	365.00	100.00	100.00	565.00
428	Montreal, P. Q.	146.76	100.00	.....	246.76
432	Waupun, Wis.	26.02	.....	.....	26.02
437	Seattle, Wash.	20.00	.....	.....	20.00
446	Santa Rosa, Cal.	170.00	.....	.....	170.00
453	Haverhill, Mass.	65.00	.....	.....	65.00
456	Whitman, Mass.	532.15	.....	.....	532.15
458	Fredericton, N. B.	125.00	.....	.....	125.00
460	Arecibo, P. R.	140.64	.....	50.00	190.64
465	New York, N. Y.	23.20	.....	.....	23.20
468	LaCrosse, Wis.	45.00	.....	.....	45.00
469	Augusta, Me.	402.09	.....	300.00	702.09
471	Haverhill, Mass.	476.77	.....	100.00	576.77
473	Duluth, Minn.	7.50	.....	.....	7.50
480	Herrin, Ill.	50.00	.....	.....	50.00
482	St. John, Nfd.	146.39	.....	.....	146.39
485	Lowell, Mass.	67.83	.....	.....	67.83
487	Pittsburg, Kansas ....	.....	.....	50.00	50.00
489	Washington, D. C.	24.26	.....	.....	24.26
Total		\$ 89,620.71	\$ 4,650.00	\$ 16,900.00	\$ 111,170.71

RECAPITULATION

17,924 1-7 Weeks' Sick Benefits	\$ 89,620.71
176 Death Benefits	16,900.00
49 Disability Benefits	4,650.00

Total Benefits paid Jan. 1, 1916, to Dec. 1, 1916\$111,170.71

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO JAN. 1, 1917.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY
No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 2 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph Mass.

An INDISTINCT IMPRESSION re-
sembling our Union Stamp is likely to be
a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless
they bear a plain and distinct impres-
sion of the UNION STAMP.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.

- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Deherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Felder Shoe Mfg. Co., Seattle, Wash.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meler Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 Julian Shoe Co., St. Louis, Mo.
- 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.

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- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.

- 269 Orange Shoe Co., Haverhill, Mass.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.

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- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville,
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Brockton.
- *385 Charles A. Eaton Company, Augusta.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290. Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massionneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	Page
WHAT ARE MEN WORTH?	1
UNIONISM AND THE UNION LABEL	3
WORKING CLASS PHILOSOPHY	5
CHURCHES AND UNIONS	7

EDITORIALS

SOCIAL INSURANCE	12
SHOE LABOR STATISTICS	14
PRESIDENT KENT'S ADDRESS	15
KEEPING CONTRACTS	17
DEATH OF D. A. HAYES	19
BRIEFS	19

FRENCH DEPARTMENT	21
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

WHAT ARE MEN WORTH?

THE favored group in modern economic society, glancing through a lorgnette at those upon whom efforts their elegant leisure is built—"the laboring classes," or, as they are more often called, "the masses"—frequently pass the remark: "Well, but you know they get all that they are worth." The argument ends there. The issue does not rest, however, because it raises a question that no one has yet succeeded in answering, least of all men and women who are "next friends" to the going economic system.

What are men worth? By what system or device shall their value be measured?

There are a number of things that cannot spell worth. Ancestry and worth are certainly not synonymous. History has proved that point. Neither are family names, snobbery, self-satisfaction, idleness, fine clothing, extravagant homes, liberal education, endless culture, worth synonyms. No one of these social assets is, in any sense of the word, worth. They are the result of wealth. Many of them grow upon property income, but even the most stalwart upholder of property and privileges would hardly rescribe them as "worth."

There are perhaps two measures of worth—one ethical, the other economic. Worth, ethically measured, appears in terms of virtue, justness, honor, truth, humanity. Worth, economically measured, appears in the form of the services which a man renders to his fellows. The present concern is with the economic aspect of worth.

What economic acts shall be classed as worthy. Is it possible to measure the distribution of income in terms of human deserts?

Perhaps it is impossible to follow Ruskin to the conclusion that "there is no wealth

but life," and that only those things have value which avail toward life. Ruskin's concept of value related to the "valiant," or "worthy." If the idea were accepted, the worth of a man would be determined by the extent of his contribution toward life. Those who contributed toward the lives of their fellows would be "worthy." Those who made no such contributions would be worthless.

Those who cannot agree with Ruskin will be willing to admit that a man or a woman is worth to the world as much as he or she renders in services—no more and no less. Services may be great or small, but unless one serves he is worth nothing in the economic sense.

Test out that definition for a moment. The man who lays bricks and erects a house performs a service. He is worth a certain return. The woman who sorts clothes in a laundry, the boy who shovels coal into mine cars, the man who directs a locomotive, the artist who draws sweet music from the violin or covers canvas with the magic of color, the barber, the lawyer, the real estate agent, and the analytical chemist, all render service. They expend energy in doing something which their fellow men wish to have done. The owner of land performs no service. He does not make the land. If he were to die, the land would be as useful as it now is—no more and no less. The holder of a hundred New York Central bonds performs no service. The rolling stock, roadbeds, terminals and organization of the road are wholly independent of him. He may sell his shares, give them to his infant son, or transfer them to a library. The road operates none the less effectively. The most that can be said is that if he abstained from consumption and put his money in the form

of railroad capital, he served society. At one time in economic development, when capital was scarce, that contention may have been sound. Today, however, the owner of capital is paid, not for his services, but for his property ownership. The recipients of property income need render no service, and many who receive property incomes have never rendered an iota of service to society.

The income-yielding property owners, who are themselves performing no service for society, comment in these terms upon the man who carries, and the woman who spins thread—"they receive all that they are worth."

The matter may be more clearly stated in a number of contrasts. If a man, giving the best of his energy and the best of his life, for ten hours a day, 300 days a year, is worth \$500, how much is a man worth who has been living for thirty-five years on the income from his father's estate? If a woman standing all day behind the counter in a department store is worth \$350 a year, how much is the woman worth who has lived all of her life on the earnings of her father and her husband, and who now, in pursuit of her own luxurious tastes, comes to buy laces from the girl who is worth \$350 a year? The ordinary processes of logic do not leave to the son of his father, and the wife of her husband, a very broad economic basis for existence. Their worth is already in algebraic form—a minus quantity equal to the sum of what they have consumed during their lives. They are an economic burden, and every day that they live throws them deeper into the debt of the society which supports them.

A brief study of facts and definitions will convince the reader that when a man says of the ballast-shifter—"He gets \$10 a week, because that is all he is worth," he really means—"he gets \$10 a week, because he is not in a position to demand more." The criterion for income-sharing is "power," and not "worth." The opensesame to property income is power over property. A man who is worthless and even vicious may hold land and draw from it, or he may hold capital and secure interest on it. He derives his income from his power—the power of property ownership.

Those who depend upon property income for their existence would do well to ponder the difference. Power is not worth. It is less secure, more ephemeral, and it will bear more careful guarding.

The recipients of property income are the beneficiaries of power. Behind them they have constitutions, laws, customs, beliefs, philosophies, practices and conventionalities that are ages old. They draw upon the resources of a system of social organization that has been evolving with the evolution of civilization. Their economic advantage is the direct outcome of the repressive coercive activities of vested interests all through the ages. They constitute one generation in their lineal descent of exploiters—monarchs, landlords, slave-owners, capitalists, and all of those who have devised means of living at the expense of the toil of their fellows. Those who receive incomes from property rights hold their titles and draw their incomes out of the struggles which the propertied class have waged, and thus far successfully, to keep in their hands the power to tax the labor of mankind. In view of these facts, the term "worth" should be abandoned, and "power" substituted in all discussions of the apportionment of income.—Scott Nearing, in *Pearson's Magazine*.

NOT GOOD BUSINESS, HOWEVER.

A certain shoeman, who was known to run his store on Bible principles, was out of his place of business one day and during his absence a lady stepped in to purchase a pair of walking boots.

The clerk took her size and brought a pair selling at \$5.00. The lady looked them over and remarked, "I should like to see something a little better, if you please."

The clerk put the shoes back and brought out another style at the same \$5.00 price, but told the woman they were \$8.00. The fit was O. K. and the woman was satisfied, paid the amount and took them with her.

After the proprietor came in, the clerk related the incident to him and he said to the clerk: "Why John, didn't you know I always run my business on Bible principles?"

John replied: "Yes sir, I did, she was a stranger and I took her in."—Footwear in Canada.

Editor—How's the new society reporter? I told him to condense as much as possible.

Assistant—He did. Here's his account of yesterday's afternoon tea: "Mrs. Lovely poured, Mrs. Jabber roared, Mrs. Duller bored, Mrs. Rasping gored, and Mrs. Embonpoint snored."—Satire.

UNIONISM AND THE UNION LABEL

SPEAKING of the power of unionism, Robert Hunter says:

"A few men, weak and helpless as individuals, can by unity become a powerful force.

Unionism is the hope, the only hope of the working class.

Individuals may go up or down in our present social system, but the workers as a whole can progress upward only through the exercise of unionism.

This is beyond all dispute, yet few of us have even begun to grasp the great meaning, the value, or the power of unity.

Millions of men here in America do not yet dream of the immense financial value to them of unionism.

Less than three million men realize the power of unity in the shop.

And how few they are compared with the rest of the workers in America! Yet look at what unity has done for them.

They have the shortest hours, the highest wages, the best treatment. They have hope, confidence, self-respect.

They have to an extent emancipated themselves from subjection to individual oppressors, vile conditions, low wages, and long hours, yet, even they, the most intelligent of the working class, do not yet understand the full power of unity.

Think what it would mean if every man, woman and child who toils in this country should be bound together in bonds of perfect brotherhood.

Think what they could do in case of a strike or a lockout or any difference whatever with the powers that rule this world.

If they would all unite how quickly they could bring tyranny to its knees.

Of course the unity must be first of all, and above all, the unity of men in the shop, the mills, the mines and the factories.

These workers must stand by each other, believe in each other, work with each other and love each other in the shop, but there must also be unity when they go to the grocer or the clothier.

Today union men often spend forty dollars a month to destroy unionism where they give one dollar a month to build up unionism.

The union men of this country as a body spend no less than one billion five hundred

million dollars a year to purchase the necessities of life.

Every dollar of that immense sum that is spent for non-union goods is spent to break down the unions.

When a strike is on, union men all over the country send their contribution to support the strike.

They do all in their power to support their brother unionists when they seem to be in trouble, but the little strike which you aid here or there by contributions is nothing compared with the evil your millions of dollars do in supporting non-union products.

When a unionist spends forty dollars a month buying scab products he is trying with a big hand to pull down the unionism which his poor little dollar of dues to his union is trying to build up.

When a union man gives a dollar a month to support his union he is very proud of himself as a good unionist. He thinks himself a philanthropist. I suppose he thinks that that miserable dollar a month will build up a powerful trade union movement. But it never will so long as he takes his forty dollars a month into ten-cent stores and buys the products of prison and scab labor which is cutting the very ground from under his union.

Suppose every man of the three million trade unionists in this country considered it a crime to buy prison products or scab labor products, suppose the merchants knew that every penny of the billion and half dollars spent by these trade unionists would be spent only for union goods, what would you see?

Every store in this broad land, patronized by working men, would have a big union label over its door. Merchants would themselves advertise the union label and manufacturers would produce union products and hire union labor or go bankrupt. If union men bought right, they would not have to strike so much.

That, brothers, is the power of unity in the small matter of spending a week's wage. The buying power of labor if exercised in unity would solve many of the problems of labor.

Back of every union fighter, back of every strike, back of every industrial battle, would be the power of three million men and the

power of a billion and a half of real dollars spent each year.

Every dollar spent by union labor for union goods is money in your own pocket. Think of that!"

The Garment Worker says:

"The workers are fast beginning to understand the great social and economic value inherent in the union label. The increasing agitation and resultant demand for union label products are evidences of the great social and commercial values of their purchasing power, when organized in a systematic and organized fashion. The union label movement has not been the first attempt to organize the purchasing power of labor. Numerous attempts and many experiments have been made in this direction in the past. Co-operative movements, consumers' leagues and associated efforts of a like nature have been primarily inspired by the desire to socialize and commercialize the purchasing power of the workers.

Unfortunately whenever such associated activities reached any degree of success the power and influence of these institutions many times were perverted into instruments of oppression and suppression of the workers as producers. Instead of co-operating with the economic organizations of the workers, very often these co-operative energies responded solely to a spirit of commercialism and to the suppression of a feeling and desire to socialize industrial pursuits.

In its ultimate attainment the union label movement comprehends complete harmony and unity of the hopes and aspirations of the workers as producers and as consumers. This movement responds to the possibility of uniting and co-ordinating all the attributes of labor into one comprehensive effort directed to democratize all industries and to ultimately establish a just, fair and rightful condition of life and work for all.

For years trade unions have responded in one form or another to this ideal of directing the purchasing power of labor so as to strengthen the power of the workers as producers whenever representations for improved working conditions were to be made on employers. Usually these activities were expressed in the form of a boycott or the fair list.

While these weapons have proved helpful, experience has also demonstrated their limitations and disadvantages. While the exhortations of trade unionists to their friends and sympathizers to purchase only union

label goods and articles may not have proved so immediately responsible or as vital in its immediate effect upon any one particular firm or person as has the admonition not to purchase the goods of a particular firm being boycotted, it is true nevertheless that the response to the former appeal has been by far more comprehensive and lasting in its beneficial result. The boycott and the fair list are individual in character and their application spasmodic in nature, subject to ill feeling, strife and friction.

On the other hand, the union label is by far more comprehensive in character and is permanent in its nature, minus all elements of strife and friction. It is not urged that trade unions should dispense with the weapons of the boycott and the fair list. It is urged that the importance of the trade union label activity cannot be overlooked.

The union label unquestionably excels in that it inspires unity and federation, stimulates education, emphasizes skill and superior workmanship, promotes trades and defied unscrupulous competition, teaches the primal obligation of labor to a common cause, while steadily winning its way into the hearts of the masses in that it symbolizes human justice and human freedom. It is for the attainment of these lofty ideals, these humane accomplishments, that this emblem of trade unionism has been adopted. Mindful of the latent and potential powers for good inherent in the trade union movement let all unite in this appeal and enlist in this noble cause for the uplift of the worker. Let all join in this march forward, onward and upward under this great banner of fraternity and brotherhood, the emblem of humanity and the symbol of the hopes and aspirations of the workers for a better life and a greater and more humane civilization."

CONSTRUCTIVE FORCE.

The labor movement is the constructive force in the industrial world which brings system, organization and opportunity for progress into industrial relations between employers and employes. It is the democratic medium by which the toilers can work out their problems, remedy wrongs and secure for themselves ever increasing opportunities for better living.—American Federationist.

If time was money we know some men who would be behind with their interest.—International Bookbinder.

WORKING CLASS PHILOSOPHY

THE Nineteenth Century was one of industrial combination. This was not merely an advantage; it was a necessity. The association of many people was required to secure sufficient capital to buy and operate the industrial plants which were the result of the invention of machinery. From that time to this the owners of capital have combined without any practical legal hindrance, up to and including the development of the tremendous aggregations of industrial capital of the present day.

No one will soberly deny, in the face of these gigantic aggregations, the absolute necessity of combination by the working class. Today but an infinitesimal proportion of industrial workers are employed by individual employers. The great body of them are in the employ of corporations, great combinations of capital. Labor is obliged to deal today with concerns employing from 100,000 to 150,000 men and women. It is ridiculous to think of an individual workman trying to deal personally with concerns of this kind. Imagine a single workman going up to the management of the steel trust, and asking a hearing to secure an individual contract for work.

As a matter of fact there is and can be no individual laborer in modern industry. The moment a workingman enters a manufacturing plant, he is no longer an individual, he is a cog in the machine, he works as a member of the army, and must be regarded as such by both himself and his employer. Organization of capital compels organization of labor.

The trade union is a practical business organization of working men and women. It recognizes that under the present industrial system labor produces the capital, and capital cannot dispense with labor. Capital is assured of its share (and more) in the profits, and labor should have a similar assurance in wages, or more correctly speaking a just share of the product of their toil, and to that end is the mission of the present day trade union.

The stockholders in a great combination of capital delegate power to the officers of the corporation to act for them in matters affecting the business of the concern. What an advantage these officers have over the workingman. Labor demands the same consideration from capital that it makes for

itself; it assumes the right to elect from its members certain representatives who will act for it in dealing with the officials of a concern on questions involving the conditions of toil in a given industry, and the compensation therefor.

This is called collective bargaining, the object of which is to secure trade agreements. Earnest men with an honest purpose are here given an opportunity to meet on even terms in conference and arrive at a mutual understanding for a given period of time, which will result in less chaos, and fewer misunderstandings in the industrial world.

Competitive industries found relief from ruinous prices some years ago by consolidation, and today they have federated under the Community of Interests plan of organization. It did not take the trusts long to relegate the law of supply and demand to oblivion. By their acts competitive prices were destroyed, and a monopoly price was established in lieu thereof.

The Standard Oil Company has demonstrated what a monopoly can do to prevent the operation of the law of supply and demand. As a matter of fact everything of use in American homes is sold primarily under a monopoly price.

Competitive wage conditions are pauperizing American labor, and are forcing the working class to labor below a living wage. It is within the power of labor united in organization, and only by organization, to fix a minimum wage scale above the bread line, sufficiently high to secure for it the necessities of life, emergency protection and old age relief. There is not in this an attempt to prevent the law of supply and demand from working above the bread line wage.

It is often charged that because of the trade union's insistence on the minimum wage scale a premium is put upon the workman of moderate ability; that a more proficient man is paid at the same rate as one of less ability. The union is for the protection of the weak as well as the strong. The minimum wage is based upon the worth of the ordinary workman, and it is seldom more than a mere living wage. Below this no man should be expected to work. No employer is expected to retain the services of a workman whose work is unsatisfactory.

On the other hand there is nothing to prevent him from rewarding the superior workman with a higher wage than that called for by the minimum wage scale. The trusts oppose the minimum wage idea of the trade unions, but they have no hesitancy in arbitrarily fixing a minimum profit for their shareholders. The Steel Trust guarantees an accumulative dividend of a certain per cent on its preferred stock, including the actual and watered portions of it.

However, for labor to succeed in maintaining a minimum wage scale, except where a seniority rule prevails, it must have the union shop, called by its opponents the closed shop. A union shop is an institution which employs only members of trade unions having an agreement with the employer.

A union shop is not a closed shop, for the trade union welcomes into its ranks every man and woman who works. The so-called open shop is a closed shop, for it is closed to the union; closed to the precepts and purposes of the Constitution of these United States. It is but a subterfuge to destroy the power of working class organization. There can be no legal objection to the union shop. If the employer enjoys the right to contract and buy his raw material, iron or cotton or wool from one concern exclusively, why not his labor?

The moral phase of the union shop idea should appeal to wage earners. Every material increase in wages and every reduction in hours and every improved condition of labor has been secured through the efforts and sacrifices of union men and women. The wages of the organized crafts have been doubled and in many instances more than doubled, in the past fifteen years, and the hours have been decreased from ten to eight, and a general improvement in the working conditions has been brought about. These conditions were not handed to us on silver platters; we have had to fight every inch of the way for them. Now that we have secured this much through organization, is not the moral duty of every man and woman employed in these trades to support the institution which not only made it possible to secure the prevailing improved conditions, but which, through periods of depression, sustains them.

There is no dispute about the non-union man's legal right to work, but the union man's right to quit work for any reason or no reason is just as sacred.

The economic necessity for the organiza-

tion of labor, often compels the individual workman to voluntarily exchange his contractual rights for the blessing of collective bargaining.

The whole philosophy of the trade union movement is based on the hope of minimizing competition among the working classes. It is against the capitalistic idea of forcing American labor to face competitive conditions decidedly unfair and degrading that the trade union has set its opposition, which furnishes another reason for establishing the minimum wage scale and the collective bargaining of the workers, under which we protest against the operation of the so-called law of supply and demand.—Exchange.

WHY WE JOIN!

There are those in this enlightened country who speak of the menace of unionism. What does it menace? Why do men join unions? Is it because unionism is a trust, or is it because it is a necessity?

The union man is called upon to make sacrifices. He is not making for himself a monopoly. Every benefit he secures he shares with others.

Wherein is unionism a menace?

Does it menace the interests of labor? Dissolve all the unions of the country, and what would be the effect on labor? Would the standard of labor be improved or injured? Every increase of wages and every reduction of hours, and every safe-guard of the worker, is due to organized effort.

Does it menace a home? It aims to keep the mother in the home and when a woman must work to place her on a level with the man; to restore the child to the school out of the sweatshop and the street; to secure the head of the home the best possible wages and hours and conditions of labor; to provide for the family in case of sickness, accident, unemployment or death.

Does it menace society? What is more needed to day than the social spirit? The union is the greatest existing generator of the social spirit. It teaches its members to stand together—to look not alone to their own affairs, but each to the affairs of others.

Unionism is a menace to nothing except the things that are a menace to human happiness and advancement.—The Granite Cutters' Journal.

Patronize those who patronize you is a good rule to follow.

CHURCHES AND UNIONS

WE wish to analyze in detail the attitude of the Church toward labor unions. when I speak of the Church I mean the great historical church of Christ. And thus do I define her position with regard to the unions.

The Church approves of the principle of association and of its application in the various departments of social life. She claims that the right to associate with his fellows for the attainment of a legitimate end is a birthright of man. For this right she has fought against the Roman state, who denied the right of private association. She has gained it for herself and is most willing to extend it to all lawful purposes. Laborers have a right to combine in order to promote their common interests. In doing so they violate no just law; they imperil no legitimate interest; they act within the sphere of social justice. What is right cannot be detrimental to the commonwealth nor subversive of order and peace. Labor unions in themselves cannot be regarded as a menace to social peace or as an injustice done anyone else. They are lawful, expedient, commendable. They are desirable. "Private societies, then, although they exist within the state, cannot nevertheless be absolutely as such, prohibited by the state. For to enter into a society of this kind is the natural right of man, and the state is bound to protect natural rights, not to destroy them."

No stronger level for the economic and social uplift of the laboring classes than labor organization has as yet been discovered. It makes for the independence of labor, the greater security of its remunerations and its protection in every sense. It brings to recognition the dignity of labor and its social value and prevents its degradation and exploitation. And of so much we are sure that the path to national prosperity does not lead through the degradation of labor.

It would follow from this that laborers themselves should appreciate their unions, as they stand guard over their vital interests. The wage earner who refuses to join the union seems to be lacking in the spirit of solidarity. His view is narrow. He understands not his real interests. He weakens his own cause.

The employer should recognize the right of coalition on the part of his employees. He should not thwart or balk their efforts of organization. If he does this he does them

an injustice, making the exercise of a fundamental right impossible. There is a long way from an abstract recognition of a right and the full-souled hearty acquiescence in it. The latter should be the attitude of the employer. But all the unions attain to in most cases is mere tolerance, grudgingly and niggardly accorded. A favor so ungraciously bestowed calls for no great gratitude; a right so unwillingly admitted begets no good will. How different were the situation if the organizations of the workmen were heartily welcomed and treated with kindly consideration. Would it not immediately change the spirit of the unions, convert them into friends and allies? Confidence begets confidence, friendship breeds friendship, good will creates good will. The hostility and offensive attitude of the unions towards the employers is mostly nothing but the echo of the intolerance and the contempt of the employers who have repulsed the well-meant advances of their employees. The refusal to recognize their unions embitters the laborers, for it bespeaks an implicit attention of gaining over them an unfair advantage and of curtailing their rights. The man who desires to do what is square by his workmen has little reason to oppose their unions, for though the latter occasionally are guilty of excesses and make exorbitant claims, they generally remain within the limits of justice and equity. The honest recognition of the trades unions is little short of a social duty, if it is not really a demand of justice.

If laborers have the right to form unions and there be undue interference with the exercise of this right, it behooves the public to remove these illegitimate barriers. It is a reproach to a society if within its bosom a class is prevented from exercising its rights and is thus handicapped in the pursuit of its natural happiness. The public enjoys the fruits of labor; it is then also responsible for the condition under which this labor is performed.

We sum up. The Church strongly advocates the principle of association. In her doctrine of the brotherhood of all men she establishes the firmest foundation for associated life. Her influence is everywhere unifying, conciliatory, fraternizing. As long as the unions pursue just ends with legitimate means, they enjoy the approval of the

Church. Under her tutelage a wonderful and efficient organization of labor sprang up in the middle ages.

The Scripture also encourages men to unite and to render mutual help: "It is better," we read, "that two should be together than one for they have the advantage of their society. If one fall he shall be supported by the other. Woe to him that is alone, for when he falleth he hath none to lift him up."

Gentlemen, you admit and accept the existing wage system; under this system you are satisfied to obtain by collective bargaining a fair share of remuneration for your services. You are conservative pillars of order and a bulwark against revolution. It is good that the public know this, for that knowledge will dispel its distrust and its misgivings. We hail labor organization as one of the conservative forces of the community. To crush labor unions means to open the floodgates of the revolutionary spirit.

And here you find yourself in harmony with the Church. She also loves order, and prefers to preserve rather than to destroy. She is not committed to uphold any particular economic system, but it is her mission to see that under whatever system justice be done and human dignity be not outraged. This is her present concern that a just balance of rights be found between labor and capital, that exploitation and all forms of oppression cease.

The unions are peaceful organizations; they wish to obtain their ends by collective bargaining and peaceful agreement. They bring in a respectful manner their demands and grievances to the notice of their employers. What happens? Their complaints are not even heard; their demands are, I do not say, not granted; they are not even examined; nay, they are regarded as non-existent. The union is not recognized. Its voice is lost on the empty air.

And how do the unions answer? Will they go back to their grinding tasks? Submit to conditions that outrage human dignity? Perhaps this might be sublime; it might be the heroism of patience; but it is not human, it is not normal.

They also are not devoid of power. In this extremity they resort to the use of that power; they bring to bear what pressure they have on the unwilling employer to make him yield to the demands of justice. They strike. A strike is a concerted refusal of men to work until some demand is granted. To strike is a right of individuals as of organizations, since in some cases it is the only

defense they have against wrong and exploitation. It is not easy to say when a strike is lawful, because so many factors enter into this question. It is evident that grave reasons are required to justify a strike. The first supposition indispensable to justify the strike is that the demands which are to be enforced by it be reasonable, then that the resolution to lay down the tools be not the result of intimidation proceeding from a boisterous minority. Legitimate agreements may not be broken by it, and all other means of a solution of the difficulty must have been tried and found ineffective. If there is no prospect of success, the strike is not only wrong, but also absurd, for it occasions waste without any compensation. Men should pause before resorting to this extreme measure and ask themselves if the possible gains are in any way commensurate with the cries and the sufferings which the strike entails. The strike for the strike's sake, as a measure to disorganize the economic order, stands condemned as a grave crime against society. In cases where the strike is just and necessary for the attainment of just ends, the government may not prevent the exercise of this right neither by injunction nor force, unless, of course, it is willing to see to it that justice be done to the workmen. Undoubtedly the state has a right to suppress disorder, violence and bloodshed which arise in the course of a strike, whether they proceed from the employers or the employees. A strike is not war. It implies neither destruction of property nor violence; it is not aggression, but rather an organized passive resistance.

Before we pronounce judgment on the strikers let us examine if there has not been provocation for their action and if their patience has not been strained to the breaking point. There is another dark side to this question which is carefully screened from the public eye; unspeakable crimes have been committed in the name of property rights, for greed is as merciless as the grave and as blind as fate.

Let us not say: Peace, peace! Peace at all costs, even at the point of the bayonet! Let us say: Justice! and peace will take care of itself. And if we are not willing to see that justice is done the laborer, then let us not blame him for making use of the only effective means he has. It appears that as the unions grow in strength the frequency of the strikes diminish and arbitration and peaceful agreement take their place. Though we would wish that strikes should be abol-

ished altogether, we dare not hope for such a consummation in the near future. In the present imperfect stage of industrial organizations they seem unavoidable. May they at least be continually reduced in number and shorn of the horrors of violence.

Let the unions repudiate violence, for it will profit them nothing. It deprives them of their best friends, for it alienates the affections and sympathies of those who believe in the righteousness of the cause of labor. Violence does not destroy the evil it attacks, but rather perpetuates it, inasmuch as seemingly justifies the opponent and arouses in him the firm resolve to maintain his position with all his power. As soon as violence has been employed it becomes harder to prove the justice of the cause in whose behalf it has been enlisted. This is true of the capitalist also; the use of violence and military force in his behalf makes his cause unpopular. After all, men hold human lives higher than property rights; they will not long stand for it, that lives of men and women and children be sacrificed to abstract rights of property. The public distrusts violence; it has a lurking suspicion that justice is not found on the side of violence.

And taken all in all it is only fair to state that the working class is not addicted to violence. We are rather inclined to admire its patience, which it has shown through the ages.

It was not my purpose to make a defense of the unions before the tribunal of the world; had this been my object, I had spoken differently; I would have insisted less on their duties and emphasized to a larger extent their rights; I would have attempted to show that where they were guilty of excesses they had acted under stress of severe provocation; I would have added a severe word on the abuses of which capital has been guilty thus exonerating labor which resented wrongs patiently borne. This was not my aim. My purpose was to hold up to the unions a mirror in which they might view themselves as they ought to be; to depict an ideal which they should realize; to place before them the highest standards of union morality.

The Church views with favor the efforts of the unions to better the material conditions of the workingmen and to educate them to a higher level. It deplores their occasional excesses, but knows how to condone in mercy.—Rev. Charles P. Bruehl, in *The Carpenter*.

AMERICAN FEDERATION OF LABOR.

To Officers of National and International Unions, City Central Bodies, State Federations of Labor, to Organizers and the Labor Press,

Dear Sirs and Brothers:—The annual conventions of the American Federation of Labor are growing in importance. The work accomplished by each succeeding convention in formulating plans for the future adds to our responsibilities, and demands of us to increase our activities as our opportunities are enlarged.

The Baltimore Convention exceeded in importance those which have preceded it, and the officers of the A. F. of L. have been directed to carry out an extensive program.

In order that we may proceed in a comprehensive and methodical manner to carry out the judgment of the convention, it is necessary that you be informed of the action taken which directly concerns the character of work we are expected to accomplish and with which you have become familiar by your experience of the past.

National and international unions were requested to instruct their local unions to join city central bodies and state federations of labor. This action is in accordance with Section 2, Article XI, of the constitution of the A. F. of L. It is unnecessary to urge the importance of building up strong local movements. This can only be accomplished through the marshaling of Labor's forces into the state and city central bodies.

Those organizations which have thus far not contributed one hour's wages to the fund for the Danbury Hatters as requested by the San Francisco Convention are urged to do so immediately.

The convention emphasized that all state federations of labor and organized labor every where should make the injunction question the paramount issue in all of their future political activities; that they continue such activity until a law has been placed on the statute books of every state in the union which will safeguard and protect the rights and liberties of all our citizens in so far as the illegal, unconstitutional and unwarranted use and abuse of the writ of injunction is concerned in labor disputes. The city central bodies are earnestly requested to co-operate fully with the state federations of labor in this matter. The Clayton Act, which declares that the labor of a human being is not a commodity or article of commerce, insofar as the federal

statutes are concerned corrects the illegal issuance and abuse of the writ of injunction in trade disputes. The convention declared:

"We hold that the paramount issue now confronting organized labor specifically and unorganized labor in general, is the extension of the provisions of the Calkins Act until it becomes a law operative in every state of the union."

State and city bodies were warned to be on the alert to secure state legislation to correct the evils now prevalent in the various penal institutions whereby convict labor comes in competition with free labor. It is urged that the members of organized labor communicate with their senators and congressmen asking them to support the Booher-Hughes bill now before Congress.

The convention declared that the people should directly control educational facilities through the popular election of boards of education; for a system of free text books; for adequate pension provisions for public school teachers; for teachers to have a voice in the administration of the school system; that schools must be removed from politics by the merit principle of civil service to the employment advancement, and dismissal of teachers; that teachers should receive financial recognition more nearly commensurate with the importance of their service in the community; that vocational education should be encouraged, and that the right of teachers to organize and affiliate with the organized labor movement shall not be questioned.

The convention directed that efforts be continued to organize school teachers throughout the country. It was recommended that every local, national and international union, central and state federation of labor be requested to do everything possible to secure the membership of every school teacher in a union affiliated to the American Federation of Teachers.

It is hoped that greater efforts now and in the near future will be made to secure a reduction in the hours of labor, and that at no distant time the eight-hour workday shall be the uniform maximum hours of daily toil.

The convention directed:

That state and city central bodies appoint committees, where they do not already exist, for the purpose of studying conditions of local trade and federal labor unions, report thereon to be made to their organizations in order that a greater degree of progress may be made by the organizations in question.

That the assistance of the organizers of the A. F. of L. be extended to the Laundry Workers' International Union.

That special effort be made to organize all labor engaged in the manufacture of bottle caps, corks and crowns; all workers in the celluloid and tortoise shell industry; the nurses and attendants in state hospitals; the meat cutters and butcher workmen; and those employed in the manufacture of gloves.

That all affiliated unions having members employed in the various shipyards of the country put forth a determined effort to completely organize all crafts employed in the shipyards.

That moral support should be given to the White Rats Actors' International in its efforts to better the conditions of its members.

That every effort be made to secure a more extended demand for union label tobacco, cigarettes and snuff.

That wherever possible and practicable cloth union labels should be substituted for paper labels.

It was brought to the attention of the convention that the impression prevails among many of the organizers of the A. F. of L. and the organizers of the national and international unions that as the Union Label Trades Department had been charged with label agitation and label advertising, the organizers are absolved from special efforts in this direction. The convention laid special emphasis upon the point that the attention of all organizers should be called to the fact that whenever and wherever possible label agitation is an important part of organizers' duties.

The convention was emphatic in its declaration, and we expect effective protest to be made against the enactment of any law by Congress or the states which shall have the effect either permanently or temporarily to deny the right of the workers to collective action or to quit their employment.

The officers of affiliated organizations, organizers and labor press have performed invaluable service in the past. Too much praise cannot be given to these self-sacrificing, devoted trade unionists. It has been a source of great satisfaction to know that there is within our movement such a large number of active unionists who give of their time and ability that the organized and unorganized may reap the benefits of organization. There is no institution that can boast of such a large corps of workers who,

without stint, devote their time that opportunities may be provided for the toilers who are less fortunate than those who are organized.

Increasing opportunities demand that we make even greater efforts so that our movement shall correspondingly increase in membership and that its power and influence for the betterment of the conditions of the workers may be constantly augmented. The growth of the labor movement means added duties and responsibilities for its members as well as its officers. That the A. F. of L. may continue on its upward march and keep abreast of the opportunities afforded, it will be necessary now more than ever that we devote ourselves assiduously to the demands made upon us by our fellow-workers.

In a word, that every man in the labor movement and every organized body of labor shall put forth every energy in order that this year of our lives and our movement shall be made better and more secure, that every toiler eligible to membership in any existing union be influenced to join the ranks of organized labor and make common cause with us in this beneficent and humane movement of ours.

I cannot too strongly impress upon you the necessity of exercising the greatest vigilance during the coming year in order that the labor movement—local, state and national—may not only perform its great task to the full approval of those whom it represents, but also that it may carry light and hope into the lives of an ever-increasing number of unorganized workers.

With the earnest hope for the success and continued growth of our great movement for this year and for all the years to come, and hoping for your continued co-operation and help, I am,

Fraternally yours,

SAMUEL GOMPERS,

President, American Federation of Labor,

Attest:—

FRANK MORRISON,

Secretary.

NOW FOR THE THREE MILLION MARK!

"Deed no, sah, I can't jine no army."

"But your country needs you, Rastus."

"Can't help dat. It's ompossible."

"Why impossible, Rastus?"

"Well, you see, my ol' woman has been ovah to de police co't an' put me unner bonds to keep the peace. No sah, I can't do no fighting, nohow."

THE LABOR MOVEMENT.

The question "What measures are necessary for the solution of the labor problem?" is one that may be legitimately proposed. I do not believe that there is any absolute solution for any problem which is a part of the lives of human beings. All life is change and development.

The labor movement does not seek to "solve" anything; it endeavors to secure to wage earners the rights and liberties that will enable them to make the most out of their own lives.

The American Federation of Labor also takes the position that the labor movement should be freed from restrictions and opposition that hampers its normal and legitimate activity and should then be allowed to promote the welfare of the workers in accord with their best judgment and ideals.

The American Federation of Labor takes the position that real freedom for wage earners can exist only when political freedom is supplemented by industrial freedom.

Industrial freedom can be achieved only by the workers themselves through a labor movement organized upon democratic principles.

Members of organized labor may make mistakes but they have a right to make mistakes in their efforts to promote the welfare of the wage earners and to work out their own salvation. What the wage earners want is industrial freedom, not industrial regulation or industrial restrictions. The labor movement does not attempt to solve the problems of life. It seeks to use all the agencies and all the powers and all of the circumstances existing in such a way as to bring constant improvement, constant betterment, into the lives of the wage earners, aye all the people.—Samuel Gompers, President American Federation of Labor.

MORE EFFICIENCY.

George R. Drysdale treasurer of the Arizona & New Mexico Railway Company has solved the educational problem. In an address to the Society of Railway Financial Officers he stated that nearly all the employees of his company were Mexicans who could not read or write and that the thumb-print method was the only means of getting a receipt for wages paid. He said this system of giving receipt could be introduced into the financial systems of the larger roads.—Exchange.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

SOCIAL INSURANCE.

The question of social insurance is very much to the front at the present time. The subject has been discussed for some years, and is being very largely brought to a head through the American Association for Labor Legislation. The above association, notwithstanding its name, is not, strictly speaking, a labor association. It is composed of all classes of people including employers, economists, and professional people of all kinds.

We are not seeking to cast any reflections whatever upon the motives animating the members of the Association for Labor Legislation. We are conceding that in the type of legislation they are favoring, they honestly believe they are furthering the best interests of the wage earners. But it does not necessarily follow that because they are sincere in their belief that the measures they advocate are in the interest of labor or of wage earners.

In the first place, the legislation, proposed by the above association and those in sympathy with it, is compulsory. It compels every employe, earning below a certain amount, to contribute together with the employer and the state to a fund from which the employe will receive medical attendance and a sick and death benefit. The administration of all this is political.

In Massachusetts the present governor, Mr. Samuel McCall, recommended in his inaugural address certain forms of social insurance including a non-contributory old age pension and health insurance for wage earners.

Since then, a bill has been introduced into the Massachusetts legislature aiming to in-

augurate health insurance upon the following plan:

From the pay envelope of each employe, earning less than \$100 per month, is to be deducted 1 per cent. The employer is to contribute a like amount. These two amounts, together, constitute 60 per cent of total fund, and the state contributes the other 40 per cent.

From this fund a sick benefit of two-thirds the weekly wage will be paid; also, a small death benefit and free medical attendance will be given.

One of the shoe trade papers worked out an illustration of this law as follows:

Assuming the employe gets \$15 per week, 1 per cent of his yearly wage would be \$7.80. An equal amount contributed by the employer would make the amount \$15.60. The state contribution would be \$10.40, making the total fund \$26.00 per year on a \$15 wage basis. Out of this, the state is to pay this \$15 man a sick benefit of \$10 per week and give free medical attendance, and, also, pay a small death benefit.

The shoe trade paper drew a comparison between this situation and our Boot & Shoe Workers' Union, saying that of the \$13 paid annually as dues by the members of the Boot & Shoe Workers' Union, one-third was reserved for local expenses, and the other two-thirds, \$8.66, went to headquarters, and out of that, or part of it, a sick benefit of \$5.00 a week is paid. And the shoe trade paper went on further to say that if the Boot & Shoe Workers' Union could pay \$5.00 a week, at a cost approximately \$4.00 per year per member, the state of Massachusetts might be able to pay \$10.00 per week sick benefit at a cost of \$26.00 per year per member although, as the paper said, the well known inefficiency of state management must be taken into account.

In amendment to the statement made by the shoe trade paper referred to above, we wish to say that this organization not only pays a sick benefit of \$5.00 per week, but out of the same fund, a death benefit of \$50 to \$100 is paid, and that the total cost per year per member of both benefits is \$2.66. This, of course, does not include the cost of doing business, or, in other words, the running expenses of the organization.

We wish, here and now, to state our opinion that any labor organization can administer these sick and death benefit features much cheaper than any state institution can do it. Moreover, it is better for the wage earners to do these things for themselves than to have these matters thrust upon them by the authority of the state.

Every trade unionist knows that the addition of beneficial features to the trade union organization gives strength and stability. Those organizations that have beneficial features are the strongest and the best. Furthermore, many wage earners are so affiliated, and have provided for themselves either through their trade union organization, or through private insurance companies, or through fraternal organizations that have insurance features.

Now come some well meaning people who, because they have found some wage earners who have been improvident, desire to thrust upon the entire body of wage earners compulsory forms of insurance in the management of which they shall have no voice.

Because one section or a certain percentage of wage earners have not protected themselves through trade unionism, through trade union benefits, fraternal benefits, or private insurance, it is proposed that those wage earners who have so protected themselves shall be compelled to contribute toward a new, and to them, undesirable form of insurance, and moreover, a form that so far as proposed is perhaps the most expensive and the most objectionable form of insurance yet devised.

In looking over the literature available referring to this subject, we find an opinion prevailing that it is unjust for the workers to be expected to insure themselves, and that a part of the burden ought to be borne by the employer and the state. What sophistry! Is it a fact that labor bears the burden? If so, will not the contribution of the employer be shifted to labor's back? And if the state contributes, who pays it? First of all, the property owner; next the rent payer which is labor. We can get nothing out of the state except that which we pay for in increased rents and other forms of taxation, direct and indirect.

The same reasoning holds good with regard to the old age pension which is styled as non-contributory, meaning that the state contributes the whole, and what does this mean? Simply that the burden is shifted back onto the shoulders of labor, and that labor pays it all.

The thrifty and forehanded class of wage earners who perhaps receive benefits through their trade union and are insured further in private insurance companies or fraternal orders may be carrying at the present time all the insurance they can afford, and it might be that the compulsory plan of state health insurance might compel some of these to lapse on some of the insurance they are now carrying and which they would prefer. The idea that an American wage earner is to be compelled to take out a certain form of state insurance is repulsive. An opinion has been expressed that if wage earners will not save money to provide against sickness, they ought to be compelled to do it through the action of the state. But why should this compulsion be limited to wage earners earning less than \$100.00 per month? There are plenty of people in this country with larger incomes who live beyond their means and who ought to be compelled to save their money if this course of reasoning is sound.

Again, there is the question of medical attendance. The average wage earner, when sick, wishes a doctor of his own choosing. He does not wish to be obliged to have the doctor that is assigned or appointed to handle all such cases in his district said appointment being made by political authority and often moved by political rather than medical considerations. Under the state plan, the official doctor must work cheap and give scant treatment. The whole scheme is contrary to the ethics of the medical profession, and the doctors are practically a unit in opposition. So medical attendance under the state scheme of insurance practically amounts to an absence of medical attendance.

We strenuously object to any form of legislative interference with the individual freedom of the worker, the wage earner, in the management of his own private affairs, and who objects to compulsory measures of every kind. We prefer the evils we know to the evils we do not know. We have had a very recent object lesson, the Adamson law which pretended to give a benefit to one section of wage earners and which was followed immediately by a further attempt at legislation designed to shackle them hand and foot. Every time legislation enters into the field of the wage earner, it is an entering wedge for further attempts to regulate the wage earner's life, and not always to his advantage.

We believe that the condition of the wage earner in America is superior to the condi-

tion of the wage earner in any other country on earth. If, in other countries, they have become so pauperized as to make state insurance necessary because of the absence of voluntary insurance, that is no reason why we, in America, should pattern after them.

It is a fact that cannot be gainsaid that the wage earners of no other section of the world begin to have as much voluntary insurance in different forms as there is in America. If there is in any other part of the world more desirable industrial conditions, why will not those who now favor them emigrate to those delightful spots?

The wage earners are doing very well indeed through their economical organizations, the trade unions. They are not doing all there is possible for them to do because many of those who are organized are too apt to be caught with the glitter and tinsel of getting something for nothing from the state; also, there are many wage earners unorganized. But the gain in organization is steady, every year, and there is a constant improvement in the quality of organization. The wage earners are gaining through their trade union efforts, a fact which should inspire them to redouble their efforts along trade union lines, and to refuse to allow themselves to be sidetracked by any illusionary schemes in which we make bold to include the various forms of social insurance now proposed. If further insurance is needed or desired, let us do it ourselves, and let the wage earners be unshackled by any compulsory forms of industrial or social insurance at vastly increased expense.

SHOE LABOR STATISTICS.

We have noticed that in the recent convention of the National Association of Shoe Manufacturers a motion was adopted that the secretary should take charge of the collection of statistics relating to labor prices in the different shoemaking sections, such statistics to be available to all members of the association. This is a perfectly natural act on the part of the association. It is natural for every manufacturer of shoes to desire to know what every other manufacturer of shoes pays for labor. But we are not at all sure that accurate information with regard to these matters is easy for the association to obtain, and disseminate to its members.

We have no desire to attempt to throw cold water upon the efforts of the manufacturers along these lines. We recognize that

the labor conditions of shoemaking are decidedly unstandardized. Please note that we say the labor conditions, because the conditions of labor have as much, or more, to do with wages as the labor prices, themselves. If labor conditions could be standardized to a greater extent, it would facilitate in the effort to standardize the prices.

But the fact remains that the labor conditions of shoe factories are in a process of eternal change. The conditions of today are not the conditions of tomorrow. And, therefore, the facts as to labor prices of today are not the facts of labor prices of tomorrow.

Some years ago this organization attempted to run a statistical bureau of its own to gather the precise information that we understand that the shoe manufacturers' association is seeking to get through the resolution referred to above. We do not think they will dispute that our facilities to gather this information were fully equal to theirs. Through our local unions we could get the absolute facts without any difficulties or refusals whatsoever, nor could there be any element of deception.

But in our experience we found that the changes in conditions was so frequent that our statistics were unreliable even for our own use, and we are very sure that the experience of our friends, the manufacturers, will be similar even though they are successful in collecting the facts, which we very much doubt.

In discussions that have taken place in the past in adjusting wage disputes in different sections of the country, we have found that information as to labor prices and conditions exchanged between different shoe manufacturing concerns were far from reliable, so much so, in fact, that it hardly seems credible to us that the different shoe manufacturing concerns will furnish an absolute and accurate statement of fact as to their labor cost and conditions.

It pre-supposes an element of frankness that has not existed. Why should a shoe manufacturer, paying the highest wages, be willing to furnish the details in order that some competitor may have a basis to see how far he can figure under the first man? On the other hand, why should a manufacturer who believes he has a low labor cost be willing to expose the labor prices and the labor conditions which make his situation favorable in his own estimation in order to give some competitor a chance to get down to his basis or below it?

It will be a supreme test of the loyalty of

the members of the National Association of Shoe Manufacturers to see whether they will furnish this information on request of the secretary, and whether they will furnish it complete in all its details; and, furthermore, keep the National Association informed as to each and every change that takes place.

In this connection it may be remarked that, by no means, all of the shoe manufacturing concerns are members of the National Association, and we should be inclined to predict that if there was anything compulsory about furnishing the information, there would be less members in the association in the future rather than more. Suppose the association passed a resolution requesting each member, thereof, to furnish the association, for the benefit of all the members, a complete list of its lines of shoes with the cost estimate sheets on each shoe, together with the selling price and discount.

This would not be a much more revolutionary or inquisitive question than to request accurate information on labor prices and labor conditions.

A comparison of these two issues simply means that the effort to gather the labor statistics will not be productive. It will not obtain the exact facts. The utmost it will accomplish is to make a pretence. The enormous amount of detail connected with such a work is beyond the possible accomplishment of any one man. The secretary of the association, we understand, is a busy professional man who could not possibly give time to the gathering of these statistics and the classification of them. No matter from which viewpoint we look at the matter, it seems impossible to us that the attempt will seriously be made, or that any appreciable results will be accomplished.

PRESIDENT KENT'S ADDRESS.

Mr. John S. Kent of the M. A. Packard Company of Brockton is president of the National Association of Shoe Manufacturers, and at their recent national convention, Mr. Kent made a very interesting address. From this address we wish to quote, first, his remarks regarding leather as of some interest to our members and readers:

"The steady advance in price of leather during 1916 has been the cause of anxiety to leather men and shoe men. The strength of the market has at times been severely tested, but the actual scarcity of hides and skins and the enormous demand for raw materials as well as finished leather seem

to warrant the high prices that prevail all over the world.

"The fact that some of the largest and best informed tanners of sole leather in this country are today buying hides as fast as they are offered shows their confidence in being able to sell Union leather at 90 cents to 95 cents per pound—for that is what leather will cost based on the price of hides they are buying.

"Hides in South America in January mean sole leather for delivery to shoe manufacturers in the United States in September. It looks as if the regular demands of the shoe trade in this country together with the requirements of England for war shoe contracts, will clean up the supply as soon as it is in sight and that prices will not be lower.

"A brief comparison of prices of a few staple leathers in January, 1916, and January, 1917, will make plain the increase during the last twelve months. The figures represent actual price paid by manufacturers at times mentioned:

	P. C.		
	Jan. 1916	Jan. 1917	ad-vance
Union Sole Leather.....	.42	.80	90
Black Calf.....	.35	.75	112
Colored Calf.....	.34	.80	135
Black Kid.....	.24	.70	191
Colored Kid.....	.30	.80	166
Patent Colt.....	.34	.60	78
Patent Kid.....	.35	.65	85
Glazed Kangaroo.....	.35	.75	112
Black Side Leather.....	.26	.50	96
Colored Side Leather.....	.28	.55	98

"The advance in price of leather seems in the main legitimate, and is based on scarcity and high price of hides and skins and increased cost of labor and tanning materials.

"Another factor in high prices of leather is the leather buyer who has not only bid against his competitors for the stock he needed, but has frequently bid against himself by offering more than was asked for future deliveries.

"The old masters of markets, 'Supply and Demand,' are working overtime under unprecedented world conditions.

"There is nothing in sight to show that prices of leather and other materials will be lower in the near future. There is every reason to believe that the wonderful prosperity of our country will continue during 1917. There is no reason why manufacturers or retailers should speculate in leather or shoes, or why one should expect the other to do so. Buy what you can af-

ford to own, and be governed by what your customers demand.

"The growing conservatism of buyers is a healthy sign and may have a tendency to check further radical advances in a market that has been at fever heat for more than a year.

"It is impossible to see at this time where an adequate supply of hides and skins is to come from to make prices of leather any lower than today's quotations.

"Recent peace talk has caused hesitation for a few days, but the record of the past twelve months shows that after every halt a firm advance has followed and prices have reached a higher level. Undoubtedly the end of the period of increasing cost will come, but it is not yet in sight.

"Every manufacturer, wholesaler and retailer of shoes should study the situation carefully and act upon his own judgment. One of the best authorities I know says:

"The Government statistics of the world on live stock show that the raising of cattle has not kept pace with the population of the different countries for some years, and the needs for cattle for beef purposes are not so urgent, as the consumers are feeding more on cereals than they did in former years; therefore, for beef requirements we do not need the amount of cattle we formerly did, and the world will never produce them on as large a scale as it did previous to 1900."

"Cattle raising in this country is not profitable. Grain is too valuable to feed into cattle. Our growing population has less leather to use each year. The only relief in sight is the introduction of new materials into shoes. We cannot increase the supply of skins and hides for leather, but we can create a demand for other materials for shoes and thus relieve what threatens to be a most critical market condition."

On the above quotation, we wish to make this comment. That while leather has advanced, as quoted by Mr. Kent, from 78 per cent to 191 per cent in the last twelve months, the cost of these advances in materials has been figured into the shoes; yet when labor, because of the increased cost of living, desires an advance, we are frequently told that the cost of the shoes will not permit. We are not making this comparison in a fault finding way, but simply to remind our friends, the manufacturers, that it has not escaped our observation that the advance in cost of leather can be figured into

the cost of the shoes, and it is not quite clear to us why the advance in cost of labor cannot be figured likewise.

We wish to quote, also, Mr. Kent's remarks under the head of "Labor," as follows:

"Reductions in hours of labor and increases in wages will add materially to the cost of shoes in 1917. Profit-sharing bonus systems or other plans to distribute a part of the profits to wage earners are commendable in helping to lift the burden of present day cost of living from the shoulders of those who feel it most—but, like welfare workwork, clubs for workingmen, stock distribution, etc.—do not solve the problem. The type of employe that best represents the ideal American workingman wants the reward of his industry in his pay envelope, not as a gratuity, but as something he has earned.

"Labor can no longer be considered a commodity to be bought and sold at the lowest possible price. The spirit of today makes labor the partner of capital and business must be conducted so that each may prosper. The mental attitude of employer toward employe is changing for the better. May we not hope that complete co-operation may result for the good of all concerned—when the man at the bench and the man at the desk will each feel that he fills an important place in the operation of the business and that his reward will be in proportion to his ability to earn. The limit of efficiency has not been reached by either employer or employe. I am of the opinion that the chance for improvement is greater in managers than in men. The stop watch is not necessary for either but a sympathetic spirit of co-operation will work wonders in smoothing out the rough places in modern industrial life.

"The man who 'hires and fires' needs to systematize his work for the good of the business. We have been dealing with the human element in our establishments with less consideration than we have for our machinery or buildings. We have been putting square pegs in round holes—placing men on jobs without stopping to consider their fitness. Many a concern will have on its payroll during the year twice as many men as it needs to run to capacity. It costs money to train a man for a job and then let him go and train another in his place. Someone to supervise the hiring and discharging of workmen and not leave this important duty for foremen or

sub-foremen, will result in a large saving in cost of production in most factories.

"Higher wages are inevitable. Increased efficiency in production through better management and improved relations with employees will make possible competition with countries having lower wages and poorer conditions of labor.

"After the European war the peace that we are all vitally interested in will be peaceful relations between capital and labor; a spirit of helpfulness instead of antagonism; a feeling that we are all in the same boat and that no one will be permitted to rock it.

"We are building up a condition regarding hours of labor and wages in this country that is founded on the high cost of living as a result of the European war. We must be careful and not put ourselves out of business when the country is upon a peace basis and prices are again normal.

"It requires a lot of faith in ourselves and our fellowmen to preserve a spirit of optimism in the face of the business problems we can foresee but we must rely upon the common sense the industrial efficiency the co-operation and the patriotism of American employers and employees to surmount every obstacle and overcome every difficulty. We have progressed too far to turn back. We have in the past succeeded in the face of discouraging circumstances and with a courage born of experience we can look the future squarely in the eye and not flinch."

On the latter quotation we wish to observe that it is just what we could expect from a broad-minded man like Mr. Kent. We are in thorough sympathy with his remark that "the ideal American workingman wants the reward of his industry in his pay envelope, not as a gratuity, but as something he has earned." We should like to add to this that the American workingman wants to spend those wages as he sees fit. He wants to insure, or not to insure. If he wants a doctor, he wants to choose his own doctor. He does not want any compulsory form of insurance any more than he wants stock distribution, or bonus, or welfare schemes tendered to him by the employer.

Another feature about Mr. Kent's address under the head of "Labor" that attracts our notice is where he says, "The limit of efficiency has not been reached by either employer or employee. I am of the opinion that the chance for improvement is greater in managers than in men." In our experience in dealing with different shoe factory con-

ditions, we can endorse this remark of Mr. Kent's. We know of shoe factories where not the slightest effort is made to make the conditions favorable for the workmen; and, as a result, one or two conditions must follow; either the labor prices must be extremely high to make up for lessened production, or the earnings of the operatives must be low, with a consequent changing of help as fast as an operative can get employment anywhere else.

Furthermore, efficiency of the workman is governed by the conditions that surround him. These conditions are within the control of the managers; therefore, the place to begin all efficiency work is with the managers.

KEEPING CONTRACTS.

The trade union movement represents the desire of wage earners to improve their condition in life. It is a recognition that the individual worker is in no position to bargain with the employer as to the amount of his wages, or the conditions of his labor; but that the whole number of employees in a given industry, or in a given operation of a stated factory, may, by combining as one, make what is known as a collective bargain with the employer, and thus benefit themselves through their collective bargain, when, acting separately as individuals, they would be defeated.

This principle of collective bargaining is vital to the success of the organized wage earner. Trade unions have sought from the inception of the movement for the establishment of this principle of collective bargaining.

One of the objections of employers from the start has been the contention on their part that there was no responsibility or reliability on the part of the organization that made the collective bargain that the agreement so made would be kept. Employers have alleged that the labor union, being a voluntary association, was not responsible on its contracts, and some have contended that because of this, every union should be incorporated and so become more accessible at law.

But the trade unions have invariably opposed incorporation. They have preferred to remain as voluntary associations; and therefore, the only assurance they could give to employers as to the reliability of their contracts in the making of collective

bargains was the assurance of good faith and integrity.

This union has laid especial emphasis upon integrity of contract. That one element has been the strength of our position. It is true that since 1898 we have made arbitration contracts governing the use of our union stamp, and that those contracts have provided for arbitration of all disputes that could not be mutually adjusted. There has been a stipulation that no strike or lockout should take place during the life of the contract.

It has been the pride of this organization that these contracts have been observed religiously on our part, and if there have been any minor instances in which a few members have violated these contracts, such acts have been promptly repudiated and the violators penalized in accordance with our laws. For it is to be remembered that the constitution of the Boot & Shoe Workers' Union expressly provides for a fine and suspension upon any member for leaving work contrary to the provision of the union stamp contract.

This union has won and established its right to make collective bargains for, and on behalf of, its members. It has always been the intention of this union to preserve that right. Therefore, any member of this union that violates any wage contract of this union is attacking the interest of this union at a vital spot. Not only is the act to be repudiated, but the fine and suspension operates against the offender, and every member of this union should bear this in mind, not only to govern his own course, when he may be tempted to act hastily in hot blood, but also to discourage others from doing likewise.

Not only are we prohibited, ourselves, from violating our wage contracts, but we must deny that any other persons have the right to force upon us a violation of our wage contracts. We are referring, now, to to any movements of an character whatsoever under the heading of sympathetic strikes.

Last September there was a sympathetic strike movement inaugurated in the city of New York at which it was proposed that all members of organized labor cease work. To carry out this suggestion meant the repudiation of wage contracts by all organizations having such contracts. We mention this matter because it might occur again in some other place.

No one has any authority to order any

member of the Boot & Shoe Workers' Union out on strike except authorities within the union, itself, and then only in accordance with its constitution and its laws. Therefore, any member of the Boot & Shoe Workers' Union leaving employment in defiance of the provisions of our wage contract is responsible to the Boot & Shoe Workers' Union under its laws providing penalties for such offense.

No organized labor body outside of the Boot & Shoe Workers' Union, even though affiliated with the American Federation of Labor, has any right to call members of the Boot & Shoe Workers' Union out on strike.

The American Federation of Labor, itself, is a voluntary association of trade unions federated together, but each of them retaining jurisdiction over their separate trade affairs, including wages and working conditions. One trade may work eight hours; another one ten; each of them doing the best they can in their own way and under their own particular trade conditions to further their own cause.

With reference to sympathetic strikes we wish to quote Section 5 of Article XI of the constitution of the American Federation of Labor, as follows:

"No central labor union, or other central body of delegates, shall have the authority or power to order any organization, affiliated with such central labor union, or other central labor body, on strike, where such organization has a national organization, until the proper authorities of such national or international organization have been consulted and agreed to such action."

It seems clear, therefore, that it was not the intention that the right of collective bargaining established after so many years of persistent trade union effort should ever be thrown away by violation of wage contracts, and the calling of sympathetic strikes that would accomplish that deplorable result is prohibited by the section of the constitution of the American Federation of Labor as quoted above.

Let it be understood by all men, including every member of this union, that this union does not propose to have the right of collective bargaining, which we have gained after more than 20 years of effort, swept away from us by the ill-advised acts, violating trade union law, of any labor men, either within or without the membership of this organization.

DEATH OF D. A. HAYES.

D. A. Hayes, third vice-president of the American Federation of Labor, and president of the Glass Bottle Blowers' Association of the United States and Canada, died in Philadelphia early in January. Death was caused by pneumonia, and occurred after an illness of but two days.

Thus suddenly was swept away one of the sterling characters of the American trade union movement. He had been a vice president of the American Federation of Labor for 16 years being elected at the 1900 convention held in Louisville, Kentucky; and he had been a member of the executive council of the American Federation of Labor continuously since that time.

He was known throughout the entire labor movement as a man of unflinching courage. He was thoroughly imbued with the principles of trade unionism, and stood for his ideals with great intelligence, unwavering fidelity and zeal.

He had been president of his own trade organization, the Glass Bottle Blowers' Association, for nearly a quarter of a century, and enjoyed the confidence of the members of his own trade in a marked degree. In his demise the trade union cause has lost a sterling character and a valiant worker. President Gompers went to Philadelphia, officially representing the American Federation of Labor, and pronounced an eulogium upon the deceased, recounting his great life work and his characteristics.

The funeral services were held at Zanesville, Ohio, the American Federation of Labor being represented by Vice Presidents Joseph F. Valentine, Frank Duffy and William Greene. The flag on the A. F. of L. building was placed at half mast, and the offices of the Federation were closed during the day of the funeral.

The executive council in the name of the A. F. of L. had a floral piece placed over the remains of Brother Hayes, and worked in the design, the following: "His work lives. American Federation of Labor."

BRIEFS.

Wage earners must be the architects of their own fortunes.

We must stand together and lean upon each other. When we begin to lean upon outside sources, we begin to fall apart.

The proverbial bundle of sticks was put together by the father for the information of the sons. It was not put together by all the enemies of the family to divide the family one from the other.

Many philanthropists are employers; therefore, we find employing interests sometimes obtruding from philanthropic schemes. In a broad sense, every plan that diverts the mind of the wage earner away from trade unionism is in the interest of the employer, regardless of by whom it was originated or suggested.

Compulsory insurance for wage earners is not acceptable no matter whether it is offered by the employer, purchased from private insurance companies, or whether it is rammed down our throats by a combination of employers and the state with a forced contribution from us.

As wage earners, we desire to be free to work out our economic program through the trade unions, and we do not wish our efforts to be hampered in any way by compulsory action of the state.

We wish to continue to organize and to make collective bargains for our labor, the conditions of the sale of which is of vastly more importance to us than any insurance scheme.

We wish to continue the adoption of beneficial features in our various unions as fast as the intelligence of the members will permit, and we wish the right to purchase such other insurance as we wish from private companies, or fraternal organizations, and without the dictation of the state.

We wish, through our trade union movement, to increase the use of our purchasing power through supporting trade union labels, and thus to give employment to more union members, and so strengthen the entire trade union movement. We do not wish the beneficial results of this policy to be in any way hampered by compulsory schemes diverting the money and the attention of wage earners into other fields in which their true interests will be obscured.

And finally we wish to serve notice that the trade unions represent the mass of the wage earners better than any other organization, and we deny the right of so-called

philanthropic or charity workers to shackle the entire trade union movement in any way because of conditions that are found in exceptional cases among colonized or alien workers, which do not apply to the wage earners of the whole country, and should not be used to their detriment.

The attempt to establish compulsory investigation of differences between railroads and their employes before a strike can take place appears to have been abandoned in Congress. The Congressional leaders apparently are not willing to follow the President to the extent of antagonizing all the labor unions of the country, and by the establishment of such an obnoxious precedent that very likely might extend into other countries.

As the enactment of the Adamson law was followed by an attempt to establish compulsory investigation, so might the enactment of social insurance laws involving compulsory insurance, be followed by further legislative attempts to interfere with the rights and liberties of wage earners. We desire to exercise our rights as human beings and not to be treated as specimens to be exhibited and examined in museums. We feel that our rights and our lives, our earnings and our time, are ours just as much as the man who earns more than we do.

A man at \$10,000 a year may be improvident. He may spend \$15,000 a year, running into debt for the other \$5,000. He fails to provide against the rainy day. He becomes sick and has no money. Bad habits cause his ill health. Men of this type are peculiarly subject to dissipation. Why shall not we, the wage earners, who in the main lead temperate lives and honest lives, and who are many, legislate to regulate the lives and habits of those of larger income who are few? How would they like to have us regulate every incident in their daily lives?

The metal polishers of Woodstock, Illinois, have a strike on against the Woodstock Typewriter Company, a firm with offices at Chicago. The metal polishers asked the Woodstock Typewriter Company for working conditions similar to those obtained in factories making such noted typewriters as the Remington, Royal, Underwood, L. C. Smith, Monarch and other typewriter factories of note. Because of the refusal of the Woodstock Company to grant these condi-

tions a strike took place and is still pending. The members of the Metal Polishers' Union who are directly involved, as well as the General Union of the Metal Polishers, are waging a vigorous campaign to bring about an adjustment satisfactory to the union, and are being supported by labor in general.

SOME SO-CALLED EFFICIENCY IS REALLY INEFFICIENCY.

The inefficiency of "efficiency" has proved both costly and brutal. Every system of efficiency of the future must consider human life first. If human life is to be jeopardized by haste, don't hurry. If human life is to be sacrificed by speeding up efficiency, be less efficient; if the human body is to be maimed or destroyed in order to secure speed and power, get along with less power. This doctrine is not merely sentimental; it is more than a reflection of the woe and heartbreak that follow the cruel strokes of industry and traffic.

Human life is the only thing in the world that has any value; all other values are derived from serving this primary value. The asset of the average man, the only thing that stands between his family and perhaps future dependence on charity, is his earning power. Some plan which capitalizes his future earning power, his physical strength, must be incorporated in the efficient industrial system of the future.

An enormous vitality gain has been achieved in the earlier stages of life. A much larger percentage reach maturity through improved methods of sanitation, but the human machine begins to go to pieces at fifty-five. It is the result of the heavy strain in the United States, a product of our modern life. It is the outgrowth of the worst form of inefficiency, of an attempt to be efficient without properly counting the cost.

Think of the value of lives snuffed out at fifty-five! Just when these lives have reached their maturity of power, when knowledge has become wisdom, when judgment has become well balanced—fifteen years of the choicest part of their lives snuffed out!

A man should be at his best up to seventy. If a man disappears at fifty-five he is inefficient, not matter what he has done before that time—inefficient because he has thrown away the ripe fruit of all his life.

It's inefficiency, though the man and the system may call it efficiency.—Darwin P. Kingsley.

: FRENCH DEPARTMENT :

ASSURANCE SOCIALE.

La question d'assurance sociale est mise passablement de l'avant à l'heure actuelle. Le sujet a été discuté pendant quelques années et l'on cherche à le mettre à exécution sur une grande échelle au moyen de l'Association Américaine de Législation laborieuse. Cette association, malgré son nom, n'est pas, pour bien dire, une association laborieuse. Elle est composée de toutes les classes comprenant les patrons, les économistes, et les gens de profession de toutes sortes.

Nous ne cherchons pas à jeter du discrédit sur les motifs qui animent les membres de l'Association de Législation laborieuse. Nous concédons que dans le genre de législation qu'ils favorisent, ils croient honnêtement qu'ils servent les meilleurs intérêts des travailleurs à gages. Mais il ne s'ensuit pas que parce qu'ils sont sincères dans leur idée les mesures dont ils se font les partisans sont favorables aux intérêts du travail ou des travailleurs à gages.

En premier lieu, la législation, proposée par l'association ci-haut mentionnée et ceux qui sympathisent avec le projet, est obligatoire. Elle oblige chaque employé, gagnant moins qu'un certain montant, à contribuer, avec le patron et l'état, à un fonds duquel l'employé recevra les soins médicaux ainsi que des bénéfices en cas de maladie et de mort. L'administration de tout cela est politique.

Dans son adresse d'inauguration, M. Samuel McCall, le gouverneur actuel du Massachusetts recommanda certaines formes d'assurance sociale comprenant une assurance non-contributive pour une pension des vieillards et une assurance de santé pour les travailleurs à gages.

Depuis, l'on a présenté un bill dans la législature du Massachusetts tendant à inaugurer le plan suivant d'assurance de santé :

De l'enveloppe de chaque employé, gagnant moins de \$100 par mois, se déduira 1 per cent. Le patron est tenu de contribuer un égal montant. Ces deux montants, ensemble, constituent 60 per cent du fonds total; l'état devra contribuer les autres 40 par cent.

De ce fonds sera payé un bénéfice de maladie des deux tirers des gages de la se-

maine; seront aussi donnés un petit bénéfice mortuaire et les soins du médecin.

Un journal publié dans l'intérêt du métier de chaussures donne l'illustration suivante de cette loi :

Supposons qu'un employé reçoit \$15 par semaine, 1 per cent de ses gages de l'année se monterait à \$7.80. Un montant égal contribué par le patron donnerait une somme de \$15.60. La contribution de l'état donnerait \$10.40, faisant un fonds total de \$26.00 par année sur une base de \$15. De ceci, l'état doit payer à cet homme de \$15 un bénéfice de maladie de \$10 par semaine avec les soins médicaux gratuits et un petit bénéfice mortuaire.

Le journal en question fit une comparaison entre cette situation et notre Union des "Boot and Shoe Workers," disant que des \$18 annuellement versées comme cotisations par nos membres, un tiers était réservé pour dépenses locales, et les deux autres tiers, \$8.66, allaient aux quartiers généraux, et de ce fonds, ou d'une partie, l'on accordait un bénéfice de maladie de \$5.00 par semaine. Et le même journal ajoute que si l'Union des "Boot and Shoe Workers" peut accorder \$5.00 par semaine, avec à-peu-près \$4.00 de contributions par année de chaque membre, l'état du Massachusetts devrait être capable de payer un bénéfice de \$10.00 par semaine au prix de \$26.00 par année par membre, quoique, continue le journal, nous devons prendre en considération l'inefficacité bien connue d'une direction d'état.

Au journal du métier ci-haut mentionné, nous désirons dire que non seulement cette organisation accorde un bénéfice en maladie de \$5.00 par semaine, mais aussi, du même fonds, un bénéfice mortuaire de \$50 à \$100, au prix total de \$2.66 par membre par année. Ceci ne comprend naturellement pas les dépenses des affaires, ou, en d'autres mots, les dépenses courantes de l'organisation.

Nous désirons ici affirmer qu'une organisation laborieuse peut administrer ces bénéfices de maladie et mortuaires à meilleur marché qu'aucune institution d'état pourrait le faire.

Tout unioniste de métier sait que le fait qu'une organisation laborieuse accorde des bénéfices lui donne plus de force et de

stabilité. Les organisations qui agissent ainsi sont les plus puissantes et les meilleures. De plus, beaucoup de travailleurs à gages sont ainsi affiliés, et ont pourvu pour eux-mêmes, soit par leur organisation d'union de métier, soit au moyen de compagnies d'assurance privées, soit par les organisations fraternelles qui accordent de l'assurance.

Maintenant nous avons des gens à bonnes intentions, qui, parce qu' ils ont trouvé d'imprévoyants travailleurs à gages, désirent imposer au corps entier de travailleurs à gages des formes d'assurance obligatoire dont la direction leur est totalement inconnue puis qu' ils ne sont pas consultés à ce sujet.

Parce qu' une section ou un certain pourcentage de travailleurs à gages ne se sont pas protégés au moyen de l'union des métiers, par les bénéfices accordés par l'Union ou par les sociétés fraternelles, ou par l'assurance privée, l'on propose que ceux qui ont été assez prudents de se protéger soient forcés de contribuer à une nouvelle mais non-désirable forme d'assurance, forme la plus dispenseuse et la plus remplie d'objections qu' on n'ait encore imaginée. Si nous examinons la littérature que nous avons se rapportant à ce sujet, nous trouvons une opinion dominante qu' il serait injuste de s'attendre à ce que les travailleurs s'assurent, et qu' une partie du fardeau devrait être portée par le patron et l'état. Quel sophisme! Est-il vrai que le travail porte le fardeau? S'il en est ainsi, la contribution du patron ne sera-t-elle pas mise sur le dos de l'ouvrier? Et si l'état contribue, qui paie l'état? Le propriétaire, d'abord; ensuite le locataire qui est l'ouvrier. Nous ne pouvons avoir rien de l'état que nous ne payons pas en loyers plus élevés ou autres formes de taxation, directement ou indirectement.

Le même argument sert en ce qui concerne la pension du vieil âge qu' on a appelée non-contributive, parce que, dit-on, l'état contribue le tout; et qu' est-ce que cela indique? Simplement que le fardeau doit être porté par le travailleur qui paie pour tout.

La classe économe et prudente des travailleurs à gages qui peut-être reçoivent des bénéfices par leur union de métier et sont de plus assurés dans des compagnies privées ou sociétés fraternelles, ont, peut-être, actuellement, toute l'assurance qu' ils ont le moyen d'avoir, et il pourrait arriver que le plan obligatoire de l'état force quelques uns

de ces travailleurs à abandonner une partie de l'assurance qu' ils ont maintenant et qu' ils préféreraient continuer. L'idée qu' un travailleur à gages américain sera forcé de prendre une certaine forme d'assurance de l'état est repoussante. On a émis l'opinion que si le travailleur à gages n'a pas la prévoyance de faire des économies en cas de maladie, l'état devrait le contraindre à le faire. Mais pourquoi limiter cette obligation aux travailleurs à gages gagnant moins de \$100.00 par mois? Le pays est rempli de gens à gros revenus, vivant au-delà de leurs moyens et qu' on devrait forcer à économiser, si ce genre d'argument est accepté.

Il y a aussi la question des soins médicaux. Le travailleur à gages, en moyenne, quand il est malade, aime à choisir son propre médecin. Il ne désire pas se voir forcé à se servir d'un médecin choisi pour traiter ces cas dans son district, ce choix étant souvent fait plutôt pour des raisons politiques que pour des considérations médicales. Sous le plan de l'état, le médecin officiel doit donner ses soins à bon marché et agit en conséquence. Tout cela est contraire à l'éthique de la profession médicale qui s'y oppose comme un seul homme. Ainsi donc, l'attention médicale, d'après le plan de l'assurance que donne l'état, se monte, au point de vue pratique, à l'absence de soins médicaux.

Nous sommes extrêmement opposé à toute forme d'intervention législative en ce qui concerne la liberté individuelle du travailleur à gages qui a le droit de conduire ses propres affaires et qui ne veut pas consentir à des mesures arbitraires d'aucune sorte. Nous préférons les maux que nous connaissons à ceux que nous ne connaissons pas. Nous avons eu une leçon récente à ce sujet, la loi Adamson, qui prétendait favoriser une section de travailleurs à gages et qui fut immédiatement suivie par une autre tentative de législation dans le dessein de les réduire à l'esclavage. Chaque fois qu' on légifère dans le champ du travailleur à gages, c'est un pas pour chercher à conduire sa vie, et ce n'est pas toujours à son avantage.

Nous croyons que la condition du travailleur à gages en Amérique est supérieure à celle de tout autre travailleur d'aucun pays du monde. Si, dans d'autres pays, le paupérisme les a forcés à faire de l'assurance d'état parce que l'assurance volontaire n'existait pas, nous ne voyons pas pourquoi nous les imiterions en Amérique.

Il est reconnu que les travailleurs d'Amé-

rique ont plus d'assurance volontaire que tout autre. Si l'on a de meilleures conditions à offrir dans d'autres pays, pourquoi ceux qui les vantent tant n'émigrent pas là?

Les travailleurs à gages marchent de l'avant avec leurs organisations économiques, les unions de métiers. Ils ne font pas tout ce qu'il leur est possible de faire parce que beaucoup de ceux qui ne sont pas syndiqués sont trop enclins à se faire prendre par ce qui brille et s'imaginent qu'ils auront quelque chose pour rien de l'état; de plus, nous avons beaucoup de travailleurs non-organisés. Mais l'organisation gagne du terrain incessamment, chaque année, et il y a amélioration constante dans la qualité de l'organisation. Les travailleurs à gages marchent de l'avant à cause des efforts de leurs unions de métiers, fait qui devrait les inciter à redoubler d'énergie pour les organisations laborieuses, et refuser de se laisser mettre de côté par des plans illusoirement nombreux desquels nous pouvons bien inclure les formes variées d'assurance sociale qu'on propose actuellement. Si nous avons besoin de plus d'assurance, nous pouvons le faire nous-mêmes. Que le travailleur à gages brise les fers qui pourraient le retenir à des formes d'assurance industrielles et sociales qui coûtent si cher.

OBSERVATION DE CONTRATS.

Le mouvement de l'union de métiers représente le désir des travailleurs à gages pour l'amélioration de leur condition de vie. C'est un aveu, que le travailleur individuel n'est pas en position de conclure un marché avec le patron en ce qui se rapporte à ses gages, ou aux conditions de son travail; mais que tous les employés d'une certaine industrie, ou faisant un certain travail dans une manufacture, peuvent, en combinant leur force, faire avec le patron ce qu'on appelle un marché collectif, et bénéficier ainsi pour eux-mêmes au moyen du marché collectif, quand, en agissant séparément comme individus, ils ne réussiraient pas.

Ce principe de marché collectif est nécessaire au succès du travailleur à gages syndiqué. Les unions de métiers, dès le commencement du mouvement, ont voulu établir ce principe de marché collectif.

Dès le commencement, une des objections des patrons a été qu'il n'existait aucune responsabilité chez l'organisation qui faisait le marché collectif et qu'on ne pouvait en garantir l'observation. Les patrons ont allégué que l'Union de travail étant une as-

sociation volontaire, ne pouvait être responsable de ses contrats. On a aussi avancé, qu'en raison de cela, chaque union devrait être incorporée pour la mettre plus accessible à la loi.

Mais les unions de métiers se sont invariablement opposées à l'incorporation. Elles ont préféré demeurer en associations volontaires; et conséquemment, la seule assurance qu'elles pouvaient donner aux patrons de l'exécution de leurs contrats collectifs était l'assurance de leur bonne foi et de leur intégrité.

Cette Union est spécialement emphatique sur l'intégrité de contrat. C'est ce qui a fait la force de notre position. Il est vrai que depuis 1898 nous avons fait des contrats d'arbitrage gouvernant l'usage du Cachet de notre Union, et que ces contrats ont pourvu pour l'arbitrage de tous les griefs qui ne pourraient se régler mutuellement. L'on a stipulé qu'il n'y aurait ni grève ou lockout durant l'existence du contrat.

Nous sommes fiers d'affirmer que cette organisation a religieusement observé ses contrats, et s'il s'est rencontré quelques cas sans importance dans lesquels quelques membres les ont violés, ces actes ont été promptement répudiés et les violateurs ont été punis d'après nos lois. L'on devra prendre note que la constitution de l'Union des "Boot and Shoe Workers" pourvoit expressément à punir par amende aucun membre laissant le travail contrairement aux provisions du contrat du Cachet de l'Union.

Cette Union a gagné et a établi ses droits de faire des marchés collectifs pour, et en faveur de ses membres. C'est son intention de conserver ce droit. Conséquemment, tout membre de cette Union violant aucun contrat de l'association en attaque les intérêts les plus intimes. Non seulement l'acte doit être répudié, mais le délinquant doit être puni. Que chaque membre de cette Union y réfléchisse, non seulement pour gouverner sa conduite, quand il sera tenté d'agir à la hâte, mais aussi pour décourager les autres de faire de même, ou pour les punir s'ils agissent de manière à répudier nos contrats.

Non seulement nous est-il défendu, nous-mêmes, de violer les contrats se rapportant aux gages, mais nous ne pouvons concéder que d'autres personnes aient le droit de nous imposer une violation de nos contrats concernant les gages. Nous avons en vue, maintenant, les mouvements d'aucun caractère, quelque il soit, se rapportant aux grèves de sympathie.

En septembre dernier on inaugura un mouvement de grève sympathique dans la cité de New York, à laquelle l'on proposa que tous les membres du travail syndiqué cessent de travailler. Un tel acte aurait eu pour résultat le répudiation de contrats à gages stipulés par toutes les organisations ayant de tels contrats. Nous mentionnons cet incident qui pourrait peut-être arriver ailleurs.

Personne est autorisé à ordonner une grève parmi les membres de l'Union des "Boot and Shoe Workers" à part les autorités de cette Union, elle-même, et cela en conformité avec sa constitution et ses lois. Conséquemment, tout membre de l'Union des "Boot and Shoe Workers" laissant son travail en défi des provisions de notre contrat doit en rendre compte à son organisation qui pourvoit à ce que ces offenses soient punies.

Aucun corps laborieux syndiqué en dehors de l'Union des "Boot and Shoe Workers," même si ce corps est affilié avec la Fédération Américaine du travail, a le droit de faire déclarer une grève parmi les membres de notre organisation.

La Fédération Américaine du travail, elle-même, est une association volontaire d'unions de métiers fédérées ensemble, mais chacune d'elles retient juridiction sur les affaires des métiers séparés, y compris les gages et les conditions de travail. Dans un métier l'on peut travailler huit heures; dans un autre dix; chacun fait de son mieux, comme il l'entend et d'après les conditions particulières du métier pour améliorer sa condition.

En ce qui se rapporte aux grèves de sympathie nous désirons citer la Section 5 de l'article XI de la constitution de la Fédération Américaine du travail qui se lit comme suit:

"Nulle union centrale du travail, ou autre corps central de délégués, aura l'autorité ou le pouvoir d'ordonner aucune organisation, affiliée avec telle union centrale de travail, ou autre corps central de travail, à se mettre en grève, là où telle organisation a une organisation nationale, à moins que les propres autorités de telle organisation nationale ou internationale aient été consultées et qu' on en soit venu à une décision à ce sujet."

Il paraît évident, conséquemment, que ce n'était pas l'intention que le droit de faire des marchés collectifs établi après tant d'années d'efforts persistants dans le métier soit mis de côté en violant les contrats se rapportant aux gages, et les grèves sympathiques qui accompliraient ce déplorable résultat sont prohibées par la section de la

constitution de la Fédération Américaine du travail que nous avons citée plus haut.

Que tous, les membres de cette Union inclus, comprennent, que cette Union ne se propose pas de perdre, après plus de 20 années de travail, le droit de faire des marchés collectifs, par des actes mal avisés, les actions illégales d'aucun homme affilié au mouvement laborieux; que ce soit parmi nos membres ou en dehors de notre organisation.

DECÈS DE D. A. HAYES.

D. A. Hayes, troisième vice-président de la Fédération Américaine du travail, et président de l'Association des "Glass Bottle Blowers" des États-Unis et du Canada, est mort à Philadelphie au commencement de janvier. Une courte maladie de deux jours causée par la pneumonie l'a enlevé.

C'est ainsi que disparut soudainement l'un des plus beaux caractères du mouvement américain de l'union des métiers. Pendant 16 ans il fut vice-président de la Fédération Américaine du travail, ayant été élu au congrès de Louisville, Kentucky, en 1900, et il est demeuré membre du conseil exécutif de la Fédération Américaine du travail depuis ce temps.

Il était connu dans tout le mouvement laborieux comme homme d'un caractère qui ne fléchissait pas. Il était entièrement inspiré des principes de l'unionisme de métiers, y demeurant fidèle avec intelligence et zèle jusqu' à la fin.

Il avait été président de sa propre organisation, l'Association des "Glass Bottle Blowers," pendant près d'un quart de siècle, et les membres de son propre métier avaient en lui une confiance illimitée. La cause de l'Union des métiers perd par sa mort un homme d'un riche caractère et vaillant travailleur. Le président Gompers se rendit à Philadelphie, comme représentant officiel de la Fédération Américaine du travail; il prononça le panégyrique du défunt et fit un récit du travail qui caractérisa sa vie.

Le service funèbre eut lieu à Zanesville, Ohio, la Fédération Américaine du travail étant représentée officiellement par les vice-présidents Joseph F. Valentine, Frank Duffy, et William Green. Le drapeau était en berne sur l'édifice de l'A. F. of L., et les bureaux de la Fédération furent fermés le jour des funérailles.

Le conseil exécutif, au nom de l'A. F. of L., plaça un tribut floral sur la tombe de Frère Hayes, portant l'inscription suivante: "Son travail vit. La Fédération Américaine du travail."

PETITES NOTES.

Les travailleurs à gages doivent être les architectes de leurs propres fortunes.

Nous devons être unis et nous entr' aider. Quand nous commençons à dépendre sur les gens du dehors nous commençons à tomber.

Le faisceau de fagots proverbial fut mis ensemble par le père dans le but de renseigner ses fils. Ce faisceau ne fut pas fait par tous les ennemis de la famille pour la diviser l'une de l'autre.

Nous comptons beaucoup de philanthropes parmi les patrons; conséquemment nous trouvons quelques fois de ces gens qui s'occupent de plans philanthropiques. A un certain point de vue tout plan qui détourne l'esprit du travailleur à gages de son union de métier est dans l'intérêt du patron, sans égard d'où vient l'origine du plan.

L'assurance obligatoire pour les travailleurs à gages n'est pas acceptable; qu' elle soit offerte par le patron, qu' elle vienne de compagnies privées, ou qu' elle nous soit forcément imposée par une combinaison de patrons et l'état avec une contribution qu' on nous arrache.

Comme travailleurs à gages, nous désirons avoir la liberté d'élaborer notre programme économique au moyen de nos unions de métiers, et nous ne voulons pas que l'état nous suscite des embarras par aucune action obligatoire.

Nous désirons continuer à organiser le travail et à faire des marchés collectifs pour les travailleurs. Ceci est de beaucoup plus important qu' aucun plan d'assurance.

Nous désirons continuer l'adoption de bénéfices dans nos différentes unions aussi souvent que l'intelligence des membres le permettra, et nous demandons le droit d'acheter telle assurance de compagnies privées quand cela nous conviendra, ou d'organisations fraternelles, et sans être dictés par l'état.

Nous désirons, par notre mouvement d'union, augmenter l'usage de notre pouvoir d'achat en donnant notre appui aux diffé-

rents cachets d'unions, et donner, par ce moyen, plus de travail aux membres unionistes, rendant ainsi plus fort le mouvement entier de l'union de métiers. Ne ne voulons pas que les bienfaisants résultats de cette ligne de conduite se trouvent entravés par des plans obligatoires qui détourneraient l'argent et l'attention des travailleurs à gages de leurs véritables intérêts qu' on cherche à obscurcir.

Finalement, nous désirons que l'on sache que les unions de métiers représentent la masse des travailleurs à gages mieux qu' aucune autre organisation, et nous ne voyons pas que ces travailleurs philanthropes ou charitables ainsi nommés aient le droit d'entraver le mouvement entier de l'union des métiers d'aucune manière à cause de conditions qui se trouvent dans des cas exceptionnels parmi les travailleurs qui forment de petites colonies ou les étrangers, ce qui ne s'applique pas aux travailleurs à gages de tout le pays, et dont on ne devrait pas se servir à leur détriment.

La tentative d'avoir une enquête obligatoire des griefs existant entre chemins de fer et leurs employés avant qu' une grève se déclare paraît avoir été abandonnée par le Congrès. Les chefs, apparemment, craignent d'appuyer le président au point d'avoir l'antagonisme de toutes les unions laborieuses du pays, créant un précédent répréhensible qui pourrait probablement s'étendre aux autres industries.

Comme le décret de la loi Adamson fut suivie d'une tentative pour instituer une enquête obligatoire, ainsi verrait-on le décret des lois d'assurance sociale résulter en assurance obligatoire, ce qui serait sans doute suivi par d'autres tentatives de législation qui porteraient atteinte aux droits et libertés des travailleurs à gages. Nous prétendons exercer nos droits d'être humain et nous nous refusons à être traités comme des spécimen qui doivent être exhibés et examinés dans les musées. Nous croyons que nos droits et nos vies, ce que nous gagnons et notre temps, nous appartiennent autant qu' à l'homme qui reçoit plus que nous recevons.

Un individu recevant \$10,000 par année peut être imprévoyant. Il peut dépenser \$15,000 par année, se mettant en dette pour les autres \$5,000. Dans ce cas il ne pour-

voit pour l'avenir. Il devient malade et se trouve sans argent. Les mauvaises habitudes sont cause qu' il perd sa sante. Les hommes de ce genre sont sujets à la dissipation. Pourquoi nous, travailleurs à gages nombreux qui, généralement avons des vies tempérées et honnêtes, ne ferions-nous pas passer des lois pour régulariser la vie et les habitudes de ceux qui ont de plus gros revenus et qui sont peu nombreux? Comment aimeraient-ils à nous voir diriger chaque incident de leur vie quotidienne?

Les polisseurs de métal de Woodstock, Illinois, ont une grève contre la "Woodstock Typewriter Co.," compagnie ayant ses bureaux à Chicago. Les polisseurs ont demandé à cette compagnie pour des conditions laborieuses semblables à celles obtenues dans les manufactures qui fabriquent les excellents clavigraphes tels que le Remington, le Royal, Underwood, L. C. Smith, Monarch, et autres de qualité supérieure. La compagnie Woodstock ayant refusé d'accorder cette demande, ont déclaré une grève qui se continue actuellement. Les membres de la "Metal Polishers' Union" qui sont directement engagés dans cette grève ainsi que l'Union générale des Polisseurs de métal poussent une vigoureuse campagne pour assurer un règlement satisfaisant à l'Union et sont appuyés par le travail en général.

AMERICA RICHEST NATION IN WORLD. BILLIONAIRES AND POVERTY STRICKEN.

By Scott Nearing.

We are billionaires!

The United States is the richest nation on earth.

When the war broke out the wealth of the British Isles, Germany and France combined was a little greater than the total wealth of the United States. After two years and a half of conflict the wealth of the European nations has decreased rather than increased, while the wealth of the United States has mounted to astounding proportions. Today the wealth of the United States is probably equal to the total wealth of Great Britain, France, Germany and Russia combined.

The department of commerce estimated the total wealth of the United States, during the summer of 1916, at \$228,000,000,000. The sum is staggering. We are wholly unaccustomed to such figures. The ordinary man

deals in hundreds; the well-to-do in thousands; the rich deal in hundreds of thousands or millions, the United States deals in hundreds of billions. Hundreds are written with three figures; thousands with four; millions with six, but the wealth of the United States is written in 12 figures, thus: \$228,000,000,000.

These billions represent the wealth of the United States—the timber, coal, oil, railroads, machinery, land, houses—all of the things that we use and enjoy.

There are about 100,000,000 people in the United States. If each person had an equal share, he would own about \$2,280 worth of wealth.

There are about 20,000,000 families in the United States. If each family had an equal share, it would own about \$11,400 worth of wealth.

Needless to remark, each family does not have a share. We are billionaires—some of us, but the rest are on a lower rung of the financial ladder. A few hundred American families enjoy incomes of \$1,000,000 or over each year. At the same time 6,000,000 families are living in poverty.

Send to the United States public health service Washington and ask for Bulletin No. 76. Read carefully over the figures cited there, and you will be forced to the conclusion that in so far as the figures prove anything those brought together in that bulletin show that about 30,000,000 persons in the United States are living in poverty.

Perhaps we should hesitate to say it, aloud, but if there was a family in which the father had a strong-box full of gold, and in which some of the children were milk-fed and fur-clad, while others were naked and starving, we would consider the man a fit subject for the jail or the madhouse. How then shall we think of a nation which rates its wealth in 12 figures and permits millions of its citizens to live in poverty?

The situation is so grotesque that one might laugh were it not for the fact that its major aspects are so sinister as to make one draw back in terror from the abyss that yawns ahead.

A HIGH SCHOOL GUESS MISSED.

Freshmen of the Helena, Mont., high school were asked in a recent test on current events:

"Who is Gompers?"

One girl wrote:

"Sort of pants used mostly on little babies."—St. Paul Pioneer Press.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION.

Headquarters:

246 Summer Street, Boston, Mass.

IN MEMORIAM.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 28 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

Local
No.

Name

Address

20	Benj. F. White,	Middleboro, Mass.
20	Richard Flynn,	Middleboro, Mass.
20	Alfred Allard,	Middleboro, Mass.
38	Fred L. Wells,	Brockton, Mass.
38	Thomas Hogan,	Brockton, Mass.
59	Samuel Anderson,	Marlboro, Mass.
68	Jos. Dierkes,	Cincinnati, O.
100	O. Ferdinand Peterson,	Brockton, Mass.
111	D. Webster Lambert,	Brockton, Mass.
130	Frank S. Eaton,	No Brookfield, Mass.
191	A. L. Wright,	Haverhill, Mass.
216	Patrick Riordan,	San Francisco, Calif.
338	Minnie Meyer,	St. Louis, Mo.
256	Walter Thomas,	Brockton, Mass.
362	Mary E. Ryder,	Belfast, Me.
406	Fred Pickard,	Brockton, Mass.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council, and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy, shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer, within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board, using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.
6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.
7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.
8. If the claim is disproved by the Local Executive Board, the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.
9. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.
10. If the claim is approved by the Local Executive Board, and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.
11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one Coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupon, as in case of an epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.
12. When the illness has ceased, the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO FEB. 1, 1917.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY
No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- *41 Murray Shoe Co., London, Ont., Can.

- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Deherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Felder Shoe Mfg. Co., Seattle, Wash.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 104 Treadwell Shoe Co., Natick, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 177 Ellett Bros' Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 127 Julian Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feilbrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *173 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.

- 269 Orange Shoe Co., Haverhill, Mass.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyl'ger Shoe Co., Chicago, Ill.

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- *296 E. E. Taylor Co., New Bedford, Mass.
 - *296 E. E. Taylor Co., Nashua, N. H.
 - *297 Preston B. Keith Shoe Co., Brockton.
 - *298 Whitman & Keith Co., Brockton, Mass.
 - 299 Industrial Shoe Co., Brockton, Mass.
 - *300 Geo. H. Snow Co., Brockton, Mass.
 - 301 Erie Shoe Co., Erie, Pa.
 - 302 Lunelle Shoe Co., Haverhill, Mass.
 - *303 Stacy, Adams & Co., Brockton, Mass.
 - 304 Monumental Shoe Co., Baltimore, Md.
 - 305 Kenzoa Shoe Co., Haverhill, Mass.
 - 306 Hogan Shoe Co., Brockton, Mass.
 - 307 Quaker Shoe Co., Philadelphia, Pa.
 - *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
 - *310 Howard & Foster Co., Brockton, Mass.
 - 311 Fidelity Shoe Co., Boston, Mass.
 - 312 The Coast Shoe Co., San Francisco, Cal.
 - 313 Holliston Shoe Co., Holliston, Mass.
 - *315 Slater & Morrill, So. Braintree, Mass.
 - *316 Walker & Whitman, Brockton, Mass.
 - 317 Marvin Shoe Co., San Francisco, Cal.
 - 318 Mills Shoe Co., Baltimore, Md.
 - 319 New York Shoe Co. Brockton, Mass.,
 - 320 Foot Rite Shoe Co., Montreal, Que.
 - *321 Racine Shoe Co., Racine, Wis.
 - 322 Metzger Shoe Co., New York, N. Y.
 - 323 Fox Shoe Co., Buffalo, N. Y.
 - 324 Central Shoe Co., Randolph, Mass.
 - 325 Charles Shoe Co., Chicago, Ill.
 - 326 Tech Shoe Co., Pittsburg, Pa.
 - *327 Slater Shoe Co., Montreal, Que.
 - 330 Webster Shoe Co., Webster, Mass.
 - *331 Racine Aluminum Shoe Co., Racine, Wis.

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- 359 Syndicate Shoe Co., Haverhill, Mass.
 - 360 Heffner Shoe Co., Philadelphia, Pa.
 - 361 Geo. E. Hatch, Chicago, Ill.
 - 362 Superior Shoe Mfg. Co., Chicago, Ill.
 - 363 Hub Shoe Mfg. Co., Brockton, Mass.
 - 364 Hartford Shoe Co., Chicago, Ill.
 - 365 The Marx Shoe Co., Cincinnati, Ohio.
 - 366 Tri-State Shoe Co., Cleveland, Ohio.
 - 367 Maanexit Shoe Co., Webster, Mass.
 - 368 Geo. Meullers Sons, New York, N. Y.
 - *369 Brandau Shoe Co., Detroit, Mich.
 - 370 G. B. Dickey Shoe Co., Boston, Mass.
 - 372 Guthman Shoe Co., Chicago, Ill.
 - 373 Allerton Shoe Co., Boston, Mass.
 - 374 Classmate Shoe Co., Chicago, Ill.
 - 375 Interstate Shoe Mfg. Co., New York.
 - 376 The Solid Rock Shoe Co., Evansville,
 - 377 St. Clair Shoe Co., Toledo, Ohio.
 - 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
 - 379 New York Shoe Co., New York, N. Y.
 - 380 Wallace Shoe Co., Chicago, Ill.
 - 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
 - 382 Seal Rock Shoe Co., San Francisco, Cal.
 - 383 Braintree Shoe Co., Boston, Mass.
 - 384 Crescent City Shoe Mfg. Co., New Orleans, La.
 - *385 Charles A. Eaton Company, Brockton.
 - *385 Charles A. Eaton Company, Augusta.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *22 A. E. Little & Co., Brockton, Mass.
- *26 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *102 V. A. Strout Shoe Co., Boston, Mass.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290. Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massillonville, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, Ohio.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 185 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

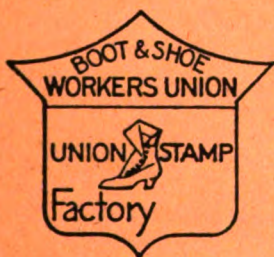
**INSIST UPON HAVING THIS
STAMP ON YOUR WORK**
Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	Page
INDUSTRIAL PEACE OR WAR	1
TRAINING FOR THE WORKER	4
UNIONISM HUMANE AND HELPFUL	6
HOW COMPULSORY ARBITRATION WORKED	8

EDITORIALS

LITERACY TEST WINS	10
"SECOND PREFERRED"	11
COMULSORY PHYSICAL EXAMINATION	12
A NOTABLE INJUNCTION VICTORY	13
PROPOSED CONVICT LABOR LAW	14
BRIEFS	15

FRENCH DEPARTMENT	18
-----------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

INDUSTRIAL PEACE OR WAR

THE old adage that "the pen is mightier than the sword" has fallen into disrepute in these war-torn days. At best it was a very questionable paradox and smacked a good deal of the platitudinous; it proved to be one of those convenient half-truths which writers are fond of quoting in support of pet theories, but at heart every man knows that the pen is a very facile and fragile implement of peaceful intercourse while the sword is a doughty and dangerous weapon, symbolic of force.

The fate of Belgium, and to a certain extent of Greece, as well as other nationalities in the present European war, furnish a graphic and grim illustration of the fact. In their case, treaties penned, apparently, in sincerity and good faith proved to be merely "scraps of paper" because forsooth, the sword was not sufficiently powerful to back them up. To put it plainer, these small nations lacked the "punch" to render such treaties stable. They were not sufficiently powerful to meet aggression when it threatened and consequently they reaped a whirlwind. Force is a fundamental thing, a dynamic thing, and it can only be met with force.

This, also, reminds us that prior to the European war, wiseacres used to solemnly lay down the proposition that such a catastrophe would be unthinkable in our day; the great financiers of Europe and America would prevent it. No nation, in their opinion, could afford or would dare to disturb the equilibrium of international commerce and incur the wrath of the great financial interests; the business affairs of the nations had become too complex, international financial relations too interwoven, to allow for such an upheaval. But that illusion has been rudely shattered since. The supposed restraints which it was expected interna-

tional capital would exercise to prevent hostilities failed to materialize and as a result events proved that the sword was not alone mightier than the pen—the pen of international commerce—but incalculably mightier than all the aggregations of international capital, and thus today, we have the spectacle of capital as the meek and slave-like handmaiden of the god of war.

For workers in the supposedly peaceful plane of industrial life, in a country far-removed from the zone of war, the foregoing contains something of a moral, though it may not seem very obvious, but does it not leave room in one's mind for the infiltration of the thought that in our struggles for industrial justice we are apt to overrate the power and influence exercised by capital and associations of capital? Is it not partly true that in our gropings toward industrial democracy (a phrase, by the way, which may mean everything or nothing, according to one's point of view), we become easily frightened at the thought of influential groups of wealthy employers arrayed against us?

Today, the formation of a "National Industrial Conference Board," which had its inception among those who are generally regarded as uncompromising enemies of organized labor and which is claimed to voice the convictions of 15,000 employers, capitalized at \$8,000,000,000 and employing some 7,000,000 workers, is proving disquieting to many timid souls in the labor movement, but in the light of the past and the present and in the consciousness of our ability to put up a strong fight against aggression there is no reason why it should be.

At a period in the past when the National Association of Manufacturers, the parent of this new "enfant terrible," was laying supposedly far-reaching plans to defeat and to

disrupt organized labor, placing emphasis on the wealth and influence at hand, there was much foreboding in the ranks of labor, but time has shown that such fears were groundless and that the bark of the National Association of Manufacturers, so far as labor is concerned, was far worse than its bite. In fact, so far has the power of the Manufacturers' Association dwindled that it is now found necessary to perfect this new organization to carry out the aim originally sought by the former, and what guarantee is there that the high-sounding "National Industrial Conference Board" will prove any more effective in crushing labor than its forerunner?

Indirectly it may be said that the National Association of Manufacturers in pursuing their anti-labor policies greatly helped the cause of labor. The opposition engendered made for solidarity among the workers and gave an impetus to organization. It brought the issues between labor and its enemies squarely before the public and as a result trade union agitation education and organization went forward by leaps and bounds.

Whether the "National Industrial Conference Board" proves as ineffective in the long run as the National Association of Manufacturers remains to be seen, but, be that as it may, whatever plans it may lay in opposition to the American labor movement, looking toward undoing the great work accomplished by it, cannot fail to arouse the great mass of trade unionists and their sympathizers and nerve them to greater efforts and greater accomplishments. Trade unionism, as has been well demonstrated in the past, has that valuable faculty, developed to a high degree, of being able to thrive upon opposition, and no one who heard the defiant ring of Samuel Gompers' speech at the recent A. F. of L. Convention in Baltimore, following the announcement of the launching of the new employers' organization, can doubt that should the employers in their new departure persist in a policy of antagonism toward the labor movement, trade unionists will give them a spirited run for their money. Said the President of the A. F. of L., in that notable address, referring to the establishment of the "National Conference Board":

When the money power of the United States, failed in trying to corrupt the electorate of the United States and to mislead them, when their well-laid plans were frustrated by the citizenship of the United States, they showed their colors and they met, quite a number of them, and then they gave to the public the declaration that they

were going to antagonize every effort put forth by organized labor; that they would fight us industrially, politically and legislatively—I need not say that judiciously they already have done so—that they represent eight billions of dollars; that there were 15,000 employers; that they employed about seven million working people, and that they were going to use every instrumentality within their power in order to balk, defeat or undo the work of the American labor movement.

Now, that is their right so long as they own the money; so long as they hold that position, they have a right to antagonize our movement, notwithstanding the fact that our movement stands for manhood, for womanhood, for childhood, as against their billions of dollars. I say to you it is their lawful right to make the fight against us, and all I can say in answer is: "You men of wealth, be careful how far you go, for there is a limit to human endurance. You throw down the gauntlet and we will accept the challenge!" And when it comes we will quote from the greatest bard the world ever had: "Lay on, Macduff; and damned be he who first cries: 'Hold! Enough!'"

In the December issue of "American Industries," Colonel George Pope, President of the National Association of Manufacturers and notorious open-shop advocate, who, together with John Kirby, Jr., James A. Emery, Walter H. Drew, and other shining lights in the galaxy of industrial reactionaries, are the driving power behind the new organization, outlined the scope and policy of the "National Industrial Conference Board."

Co-operative effort to secure unity of action between the large number of national associations of employers now in existence which hitherto have been operating independently of one another is the basic principle of the new organization, according to Colonel Pope. The membership is composed of national associations of employers, each organization being represented on the Conference Board by two of its members. Twelve of these national organizations are already members of the Board, and the membership will be extended to others. The object of the Board, in the words of the vallant Colonel, is "to provide a clearing house for information, a forum for constructive discussion and machinery for co-operative action on matters that vitally affect the industrial development of the country."

The Board will aim, says Colonel Pope:

To stimulate the keen interest and active assistance of employers toward constructive study and equitable solution of industrial problems.

To foster the maintenance of harmonious relationship between employer and employee and between both and the government.

To assist in the formulation and enact-

ment of sound and constructive legislation to oppose the passage of unsound and unfair laws and to urge the amendment or repeal of impracticable and unjust statutes.

To secure the proper co-operation between the government and industry.

To create a general realization of the national benefits of industrial prosperity to employer, employe and consumer and a better understanding of industrial questions and their relationship to the public welfare.

On the face of it this high sounding declaration of principles seems harmless enough and although Colonel Pope in elaborating upon the mission of the new organization indulges less in platitudes than usual, still no trade unionists will be gulled into believing that in purpose and intent it is not aimed particularly against organized labor. The names of those who thus far are connected with it furnish evidence of that, for despite Colonel Pope's protestations in regard to "industrial freedom," only a simpleton could be capable of believing that the Kirbys, Popes and Parrys, the Drews and Emerys, etc., had simultaneously undergone a change of heart and had renounced the reactionary views regarding labor which have always characterized them.

Undoubtedly the steady growth and increased influence which the trade union movement has experienced in recent years, corresponding with the enlightenment of the general public in regard to labor's aims, and the advance of social legislation in state and nation have been factors in forcing the opposing forces to make a supreme effort to stem the tide of progress. The shape their efforts will take, the public no doubt will soon learn and then we shall be in a better position to note how far their activities in this new departure will affect organized labor.

All will depend on the road which this "Conference Board" will choose. If they want war, they undoubtedly shall have it, President Gompers has made that clear; if, on the other hand, they show a more enlightened understanding and conception of the labor problem than such organizations have hitherto displayed, most assuredly organized labor will not stand in their way. "Co-operation between employer and employe," says Colonel Pope, "must exist to promote the conditions industrially which we all desire (i. e., industrial freedom), not in a paternal attitude, but in the establishing of a spirit of confidence that the material welfare of employes is truly the care of the employer." If they are sincere in their belief, then let them show a more enlightened attitude toward organized labor, let them

cast aside old prejudices and recognize the partnership of labor in industry. By doing so, they have the opportunity of a lifetime to usher in an era of industrial peace; history would be created by their action and true co-operation between employer and employe in the industrial world would be for once accomplished.

Indications so far, however, fail to show that the Conference Board is imbued with any such exalted ideals as would give labor adequate recognition in the control of industry. From what we can gather the other extreme seems to be their goal, that of a policy of anti-unionism developed to the uttermost. In all probability there will be an elaboration of the policy of blacklisting so as to embrace a wider circle of industries through the medium of the associations affiliated with the Board; the spy systems and the scab detective agencies so useful to the associations in the past will no doubt do a larger volume of business, and the legislative and political program of the Board will be interpreted to apply toward the defeat of all labor legislation and political candidates friendly to labor.

Before inaugurating such a sweeping campaign, however, the associated employers would do well to heed the warning addressed to them by President Gompers. If, to use Kipling's phrase "drunk with sight of power," they hope to tear down the edifice of social and industrial justice which the organized workers have erected in more than thirty years of organization, education and agitation, they will find themselves with an industrial war upon their hands in which their combined resources will count for much less than international capital does in determining the outcome of the European war. They will find the ranks of labor united solidly against them and the army of trade unionists ready to make any sacrifice rather than surrender the rights they have won. As Shakespeare says:

"Thrice is he armed who hath his quarrel
just,
And he but naked, though locked up in steel,
Whose conscience with injustice is corrupted."

If the gauntlet is thrown down by the associated manufacturers, organized labor will take it up and make the right cleanly and courageously, conscious of ultimate victory, the justice of its cause and the approval of enlightened public opinion. In such a fight for humanitarian standards and progressive principles the "almighty dollar" will certainly not be the deciding factor.—Richard Hazelton, in *The Carpenter*.

TRAINING FOR THE WORKER

CONDITIONS in industry have changed.

The old apprenticeship system has been abandoned. In former times a man made a complete machine or a complete part of it, while now the work is sub-divided into operations and each machine or other article requires many men to complete it. Each employe does one process only. Where a man formerly owned a complete set of tools and worked many times by hand, now he only has to move a lever on one of many power machines purchased by a capitalist or corporation. He has lost ownership and opportunity for comprehensive knowledge. Methods of production are changing rapidly, so that even if a man may master a single machine as an operator the machine may be replaced any day by another and he is out of work.

No American boy wishes to have this experience, and no American parent wishes to place his boy in such a field. No ambitious boy wishes to work under these conditions and under the name of "apprentice" serve time at a low wage scale, which in the end amounts to nothing. Industry has seen this and has exploited the individual through specialization, so that no matter how much we try to bolster up the old apprenticeship we succeed very poorly, because there is nothing to offer.

The division of industry into minute processes, often standardized to a high degree, demonstrates the fact. The whole thought is and has been on production, until industry today is hungering for the skilled mechanic and the person of superior intelligence which she has failed to provide and has forgotten.

Never, though, has there been a greater need for some type of training for the great mass of our industrial workers. A boy or girl has little to look for in employment today. He enters upon a humdrum existence, a place of monotony, with no inspiration or education. Is it any wonder that they take no pride in their work, which sums itself up in "getting out the work?" A change comes, the factory closes down and the people are out of work. It is impossible to turn the workers over to another kind of product for which there is a market—simply because industry has taught them to do one thing only, and that by imitation and rule of thumb—the jig and fixture method. I visited a factory in Germany where the superin-

tendent said with pride: "Our employes can turn over from making a milling machine today to making a sewing machine tomorrow, because we have trained them." We go on year after year, shipping our so-called product to foreign lands, where it becomes raw material in their hands, to provide skilled employment for their people. Our country provides them with labor to keep their factories going. Then we buy the product back.

What will be the result of our future development and our citizenship? What opportunity for advancement are we offering our boys and girls of today to become our men and women of tomorrow? Why not think while there be yet time? Why not anticipate! Or will we continue to feed our offspring into this seething cauldron only to pour them out as slag for the country?

Our industries as well as our people are suffering. What is offered to a man who wants to invest his capital and make work for the people to do? Nothing. We only give him what can be gathered in a dragnet from this army of the unemployed provided and recruited through just such endeavors heretofore. No longer do we hear of loyalty to the job and love for the employer. No longer does the workman say with pride: "I have worked there for twenty years," or "I have changed jobs only twice in my life." No, by all means, no. But rather is he covertly looking all the time for a place that will pay him ten cents more an hour for pushing another kind of lever or holding another brake. And why not?

Is there nothing to do to alleviate this evil and is there nothing that the state can do to assist in this regard? What if it does cost millions? Is there anything more noble than conserving our industrial skill and providing the mass of our people with occupations as a basis of good citizenship? This will dignify and ennoble labor and bring back to the world the craftsman and artisan of yesterday.

A new apprenticeship is needed—a great strong line between the factory gate, the employment office and the superintendent's chair. Have a system established so that when the boy enters the back door of the factory his first day, the light shining from the front and upstairs will point the way to him and be an incentive for application and constant achievement.

Let us add training for service to time of service and our young men will answer the call and become the backbone for the development of an industrial people that will spell Opportunity and Progress with capitals.

Is advancement going to be through the college door only? Is there to be no hope for a man to earn while he learns?

The problem is ahead of us and all we have to do is to open the doors. The worker with administrative ability has no chance to rise through the ranks—because he has not been taught the technical things which go with administration. There is a dead-line between skill of the hand and clearness of thought, and this training gives the upper layer to him who has had a chance to get the college training, while his brother, who perchance paid the expense, has the door locked against him.

Agriculture has been one of the greatest skilled trades since the world began. Today it may be said that it is the only trade; and yet the agriculturist, because he knew not the art of buying and selling, was not organized, and had no advantage of contract, has always been poor. It has been our great problem to maintain an agricultural population. Naturally the city man has been the more clever. The same thing is true in all industry, and explains the rise of our labor unions and organizations of farmers. The skilled worker knows that he cannot break down this dead-line of opportunity, and so he combines to enforce a price for his service. Here, then, is the basis for our new apprenticeship. Here is an opportunity to break down these obstacles and have industry change her policy. Even if it be persons entering industrial and commercial employment, they should be given training for progress in that employment or otherwise, especially between the ages of fourteen and twenty-one.

Because a man has the money to go to school, and because a man must work for a living while the other has his given to him, is no reason why he should be either given or denied the chance to make his future. It must be dealt with in the daytime, during the fresh hours, and not after the whistle has blown for the day's end. It must be a charge upon industry which has brought such conditions about, and done on industry's time.

Apprenticeship will be successful if it is given a definite time during the day for accomplishment and out of the working

hours. Corporations have found it successful, and why not the state? This apprenticeship should teach a broad view of the whole industry, the buying and selling, the technical skill in a practical way, so that whatever process a man is working on during the day, he always has his eye out for possible advancement to a field of larger service. In this way we turn people from drudgery to inspired activity, new interests, inventions, and through this feature for the worker the monotony will be lost and the entire field of industry will be bettered.

Beyond this provision for the youth there should be provisions for the adults, night schools, dull season schools, unit courses, and everything provided so that there will be no closed door to the boy who enters life with his working certificate instead of his graduating diploma. It is claimed that 50 per cent of the engineers in Germany came from the bench. Why not have a chance for "up through the ranks" in America?—*Christian Science Monitor*.

TRIBUTE TO WORKERS.

The noblest men I know on earth
Are men whose hands are brown with toil,
Who, backed by no ancestral gifts,
Hew down the woods and till the soil
And win thereby a prouder name
Than follows kings' or warriors' fame.

The workingmen, whate'er their task,
Who carry stone or bear the hod,
Reveal upon their honest brows
The royal seal and stamp of God;
And worthier are their drops of sweat
Than diamonds on the coronet.

God bless the noble workingmen,
Who build the cities of the plain,
Who dig the mines and build the ships
And drive the commerce of the main!
God bless them, for their toiling hands
Have wrought the glory of all lands!
—Colonel R. M. Cochrane.

AS USUAL.

"Who wrote that article on how to support a family of six on ten dollars a week?" a friend asked Woggles, the editor of the *Ladies' Household Friend*.

"Bingham, one of our best men," said Woggles, without a smile; "we pay him five thousand a year."—*Louisville Courier-Journal*.

UNIONISM HUMANE AND HELPFUL

S AID an esteemed friend to me recently, "I assure you it was a relief to me when I read your interesting letter and sometime when you are at Liberty, run in and see me as in former times."

Let this, then, be such an informal heart-to-heart talk with my friend, taking the reader into our confidence:

Now, listen!

It is always a pleasure to shake the hand of a friend, old or new, and exchange thoughts, touching subjects and events that seldom fail to interest us. Now your assurance was so straight forward, unreserved and sincere that it was not duly highly appreciated, but persuasive enough to push my pen to speak to and for labor—"as in former times."

Among things invariably interesting to us are the principles of organized labor and the industrial state of its supporters, since in our opinion, these tenets represent true humanity. To condemn them as unworthy, selfish and not in sympathy with humanitarian impulses and their co-ordinate virtues and achievements, is to stamp them as mercenary in purpose and pernicious in practice.

It is a sad realization that there are such condemners and among them many who silently concede the righteousness and equity of the tenets, yet openly assail the manner, means and methods used by organized labor to promulgate and sustain them.

Well, a brave fighter never fires from ambush.

Possibly—to be—liberal—a strata of hidden humanity may be found among such uncourageous opinionists. Not all are enemies, though all must be looked upon as opponents. Generally these hold that our principles are so exclusive and exacting that they possess no individual or collective benefits but to their own exclusive membership in that they secure to none others, social, financial and industrial advantages. But were this true, labor unions would certainly be labor's bane and far from being helpful and humane.

Reason will not justify these hypocritical assailants in turning deaf ears to persuasion. Nor can they, as a result of their non-co-operation, escape at least the charge of openly opposing labor's principles, notwithstanding that they silently endorse them. Can they say they are true friends to or-

ganized labor and its supporters, especially if they work for employers who gather in the golden wheat and leave only chaff for their employes and the latter's families?

Here is a mortal truth: No such employers open the doors of aid and assistance when one of their employes receives, while in their employ, a broken arm, a crushed hand, a mutilated leg, a destroyed eye, a body bruised, a wrecked brain,—perhaps even loses his life. By what right can they claim they are kind, merciful and helpful when they pay an hourly wage insufficient to meet the tenth part of a competent surgeon's charge in such sad and sorrowful cases? Is organized labor humane in persuading workmen to leave such employers and their chaff to their own charity. Indeed, do they or organized labor secure the enactment of liberal liability laws?

Was organized labor thoughtful and humane in demanding for wage earners shorter hours and better pay? How far beyond recall is capital's defiant answer to labor's request to arbitrate industrial disputes? Which element said, "There is nothing to arbitrate between employers and employes?" How near within recall is union labor's appeal for an arbitral commission and a law limiting a working day to eight hours? With what haste and bitterness did capital endeavor to defeat these relieving measures? And when the workers and the people so generally gave them unreserved approval, was there any surprise when the toilers and the people smiled broadly at not merely the astonishment, but the absolute amazement which troubled the capitalists as they sent forth to the tents of the toilers the Macedonian cry: "Come over to our camps and arbitrate with us."

Then it was that they and the whole country realized that organized labor was never so in earnest and unless appeased, millions of men and women would be idle all over the land. And the people, employers and capitalists excepted, recognized the right of unified labor to demand that wages and working conditions should be liberal enough to provide a fair profit to invested capital and a wage meeting the increased cost of living.

The country heard also capital's wild, insane assertion that, if labor's demand was acceded to, the great vaults of money would be closed and the country involved in a war

more deplorable almost than that shaking the old world.

"Every rational, intelligent person," said a friend of mine, a learned man and economist of national fame, "knows that such an assertion is but a fulminated threat, on a par with what a captain of industry, now in his grave, once declared that 'employers should not pay a wage which brings no profit to them.' And we all know it is an indisputable fact that capital must employ labor, since nothing of material construction can come into existence unless there is co-operation between the two all-powerful industrial elements." "Why," he further declared, "no employer is human who does not pay a living wage to his employees and seek to improve their industrial condition."

"You seem," I quietly remarked, "to voice union labor's principles."

"That may be," he replied. "As a humane proposition, the labor movement should have the support of all citizens. And looking at it in this view, I cannot see that any employer should be free from criticism if he does not lift his employees and their work to a standard of reliability and excellence by paying them a fair living wage."

"Nations," said Professor Woodrow Wilson in the true spirit and power of his soul, "have sacrificed human lives for thrones, but far more cruel and inhuman is the advance of gold, and woeful, indeed, is it when it robs the poor to enrich an almost overpowering array who labor not."

Does it seem strange that such a soulful sentiment should emanate from one who, while other nations were warring with mighty forces and deadly inventions, kept his own country peaceful, and free from an industrial war, which seemed near a certainty because of the "advance of gold."

Twenty-nine years ago, the present head of the American Federation of Labor said, "Let us be charitable, for then will we be humane. Say not that all employers are combined against us, for I know many who are true friends to the working masses. Rather let us show our fellow toilers we have aid, help and kindness for the deserving and a society that if they are sober and industrious wage people, will do all in its power to relieve them from working from breakfast to bedtime and a wage powerless to purchase life's necessities. And this, my friends, is the humane side of all labor unions."

Labor we all must. No person can expect to invigorate either mind or body without at

least some exertion. Life, with the toilers, is so diversified with multiplying forms and variations that in the nature of things it seems eminently proper they should have a unity of strength which would be their preceptor leading them away from toils, drudgery, perils and physical exposures lest their bodily energies and efforts fail to retain a normal power.

I believe this preceptor is organized labor, that its principles are humane, helpful and benevolent and in striking contrast to the nature and the grain of that activity upon which capital builds its opulence and power over those who, if they would have some of life's comfort and plenty, must labor to live, indeed. The Supreme Court of the United States has said:

"No one disputes the proposition that labor unions are lawful. All must admit that they are not only lawful but highly beneficial."

And this vast world's people will, I believe, realize, as time rolls on, that it is not associated labor, but associated capital that is deforming human nature by heartless wages, means and methods that cause the toilers to sink sinewless from overwork and become too limp, languid and fragile to labor.

Labor is glory! The flying cloud lightens,
And the waving wind changes and brightens;

Only idle minds the dark future frightens—
So play in life's softer keys and keep them ever in tune,

For flowers wither in the coldness of the moon.

No, my dear friend, my faith in the principles of organized labor has not ceased or lessened—if anything, grown stronger than it was "in former time."—Robert Burton Bruce.

ILLUMINATING COMPARISON.

She entered the department store and complained about a lamp she had purchased, demanding that it be taken back.

"What's the matter with it, madam?"

"It has all the faults of my husband, with none of his virtues."

"Please explain yourself?"

"Well, it has a good deal of brass about it, is not remarkably brilliant, requires a good deal of attention, is unsteady on its legs, flares up occasionally, is always out at bedtime and is bound to smoke."—Boston Transcript.

HOW COMPULSORY ARBITRATION WORKED

ALMOST every day I find in some highbrow publication learned remarks to the effect that what this country needs to save it from railroad and other strikes, and from ruin and desolation generally, is compulsory arbitration of labor disputes.

They do not always call it by that name, but that is what they mean.

What a pity it is that the highbrow editor doesn't read. He might, in time, become almost intelligent.

If, for instance, he should read a little of the history of this subject, he would see that the United States doesn't need compulsory arbitration, nor anything like it.

Because, what the thing really is and really does isn't any matter of speculation. It is a matter of record; anybody can find it. One country has tried it out thoroughly and tested it to the limit in an experiment that covered many years and every phase of the subject, and the safest bet I know is that that country will never fool with it again.

On the surface, compulsory arbitration looks fine. Why should business be knocked out and the public suffer while men settle with a strike dispute that might be and ought to be settled with peaceful arbitration?

Strikes are such costly things. Besides, even when they are successful, they usually require arbitration to adjust the terms. So the wise plan is to have arbitration at the beginning, instead of at the end, and save all this monstrous waste and trouble.

No doubt, arbitration is a grand and beautiful thing, and we ought to have a lot of it. But compulsory arbitration is just one of those vain imaginings produced by minds that know nothing whatever of actual labor conditions, and on that subject can count four, but can't count five.

It is, in fact, a product of arrested development.

New Zealand started her experiment with it about twenty years ago. It was a beautiful law and beautiful was the system it introduced. There were to be no more strikes. Whenever a dispute arose between workers and their employers it was to be referred to an arbitration court and the court was to determine which had the right of the quarrel and issue an award or finding

that was to be accepted on both sides. And so there would be peace instead of strife.

The court was composed of three members, one chosen by the labor unions, one by the employers' associations and the third appointed by the government.

This was, of course, equivalent to a court with one judge. The member appointed by the government really decided everything.

For a dozen years or so, this device seemed to work without a hitch. Not a strike worth speaking of occurred in all New Zealand. "The Country Without Strikes," it was called around the world.

The fatal flaw in the arrangement had not yet come to light, but it was there nevertheless. All these years these decisions of the one-man court had been, on all important issues, in favor of the workers. When they asked for increased wages or better conditions, they usually got what they wanted.

But in 1907 the workers in the great meat packing industry, the most important single industry in New Zealand, demanded a substantial increase in pay, and this was the straw that broke the law's back.

The employers, who all these years had been groaning and protesting, now declared flatly they could stand no more, and if wages were further increased they must go out of business.

The men's demands were turned down by the court. An award was made in favor of the employers. The men refused to accept the award and went on strike.

Then the government began to wake up to a few facts it had always overlooked.

Awards of the court had been enforced upon employers under penalty of stiff fines, and many had to pay heavily before they learned that the law meant what it said.

But there was no possible way to enforce the law upon the workers. In this instance the government tried fines upon them and got judgments. Government could collect such judgment upon employers, because they had something that could be levied upon. The government couldn't collect such judgment against the workers, because when the officers of the law got to the workers' houses there was nothing to levy on but an old knife or a stew pan.

Then it thought of putting the men into jail.

Then it slowly began to perceive the essential fact that to compel men to work on conditions they don't want to accept is just plain old slavery and nothing else in this world. If they went on, therefore, they could be on a level with the slave drivers of the gold coast.

One more experience was necessary to beat the whole of this into the government's head. It came soon afterward in the great coal strike in the South Island, where workers that refused to accept the court's award were levied upon and their household goods seized and offered for sale.

Then the owners merely bid them back at 25 cents for each lot and nobody would bid against them.

So the law collapsed and compulsory arbitration came to an end in New Zealand. The law has never been repealed, but is a dead letter.

Now, when a strike is threatened, the government tries to divert it with conciliation, and if that will not do the workers choose an arbitrator, the employers another and these agree upon a third.

But the findings of these arbitrators are not binding. Either side may reject them, and there is no attempt to enforce them.

This plan doesn't abolish strikes. New Zealand lost long ago her title of "The Country Without Strikes."

It has had in the last five years some of the worst strikes ever known anywhere. But the new plan lets the government out of the preposterous and impossible job of trying to drive men up to work on terms that they reject.

Any other free government that attempted the same thing would get into the same hole.

The thing is utterly impossible in such a country.

To make compulsory arbitration work you would need a rifle at every worker's head and an iron collar about his neck. Nothing less would be of the least use.—Charles Edward Russell.

THE PRAYER OF A MAN.

Teach me that sixty minutes make one hour, sixteen ounces one pound, and one hundred cents one dollar. Help me to live so that I can lie down at night with a clear conscience, without a gun under my pillow and unhaunted by the faces of those to whom I have brought pain.

Grant, I beseech Thee, that I may earn my meal ticket on the square, and in doing thereof that I may not stick the gaff where it does not belong. Deafen me to the jingle of tainted money and the rustle of unholy skirts.

Blind me to the faults of the other fellow, but reveal to me mine own.

Guide me so that each night when I look across the dinner table at my wife who has been a blessing to me, I will have nothing to conceal.

Keep me young enough to laugh with my children and to lose myself in play.

And when comes the smell of flowers and the tread of soft steps, and the crushing of the hearse's wheels in the gravel in front of my place, make the ceremony short and the epitaph simple:

"Here Lies a Man."

—Exchange.

COMPELLING LOGIC.

Foreman—How old are you?

Applicant for Job—Forty-seven.

Foreman—No job for you.

Applicant—Why?

Foreman—If a man past forty-five has always worked as I should want him to, he is worn out. If he is not worn out it is a sure sign that he wouldn't work hard enough to suit me. Pass on.—Echange.

AND SILENCE ENSUED.

An American just returned from Europe tells this story:

While riding from London to Liverpool in a railway coach it happened that he was alone in the compartment with an Englishman, who appeared to be deeply engrossed in the war news of one of the papers.

Thinking to start conversation, he said in good old American slang: "Some fight, eh?"

"Yes, and some don't," was the reply.—Everybody's Magazine.

PURE TRAGEDY.

Julia rushed to her mother one day in a most excited frame of mind.

"Oh, mother, we've had the best time! We've been playing postman, and we gave every lady in the block a letter."

"But, dear, where did you get the letters?"

"Why, we found them in your trunk in the garret all tied up with blue ribbon!"—Elevator Constructor.

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EDITORIAL

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THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
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Boston, Mass.

LITERACY TEST WINS.

THE immigration bill, including the literacy test that has been defeated at Washington so many years by presidential veto and that was defeated by the veto of President Wilson in his first term, has at last become a law by passage in both branches of Congress over the President's second veto by an overwhelming majority.

For twenty years organized labor has fought for the passage of this measure, the purpose of which was to establish some restriction over immigration. The only real restrictive feature in the bill was the literacy test which barred from the United States immigrants that could not read and write in some language—not English alone, but any language known to the immigrant. The literacy test was intended to bar out those immigrants that were so ignorant that they could not read or write in their own language, and who, because of such ignorance, were the most ready and easy prey of corporate interests eager to use ignorant labor for the debasement of labor, the lowering of wages and the lowering of the standards of living.

The literacy test has been attacked on several grounds. Some have professed to be so broadly philanthropic as to hold that the United States should be a refuge for the illiterate, and that they should be permitted to come here and to receive education. But the organized wage earners have not been able to see why their wages and conditions of labor should be impoverished in order to give opportunity for the illiterates of all nations of the earth. The American government is said to be intended to achieve "the greatest good for the greatest number." We have supposed that this referred to the

people living under our flag, and we have not supposed it was intended to include the illiterates of all other nations on the globe.

Opponents of the literacy test have charged that some of the worst criminals on earth are the most highly educated, and that as the literacy test would not bar the criminal class, therefore the honest illiterate class should be admitted. This is begging the question. There is plenty of law to exclude the criminal class; all that is needed being the enforcement of such. Because a few criminals may be admitted in the absence of such enforcement is no reason why the United States should be the dumping ground of the illiterates of the whole earth.

A singular feature of this matter has been always that while the literacy test has been opposed on these or other trivial grounds, and it has been admitted that immigration ought to be restricted, yet the opponents of the literacy test have never submitted anything to take its place. It has seemed to be the only practical method of restricting immigration, and does certainly possess the merit of excluding the lower and most undesirable type; that is to say, those that are most ignorant and that will require the longest time to become welded into the body politic. These are the people, also, who would constitute the most serious menace to American wages and living conditions.

Many false impressions have been sought to be created in the discussions of this measure that have taken place. Different nationalities, now resident in the United States, have been appealed to and organized to oppose this legislation. Opposition from Irish, Hebrew and Italian elements has been prominent, because thousands of foreign born have come to our shores in years past without being able to read or write. Because some of them have come to be eminent and respectable, and, in some cases, successful citizens, it has been argued that the same policy ought to be continued forever, which takes no note of the progress of the country and its present complicated system of industries or the power of the large corporations of the present day, or of the industrial policies that exist in large industries, having numerous plants, some of which can be closed at will, and so defeat

the wage interests of the employees who are themselves kept divided by all sorts of schemes cunningly devised for such purpose.

We have seen large corporations import alien labor and almost exclusively populate large cities with them. The mill city of Lawrence, Massachusetts, is an example, and when the strike came there a few years ago, it was the alien population that carried banners through the streets inscribed, "No God, no country."

A reasonable restriction if immigration is necessary not wholly on account of the interests of labor, but because of the interest of the state, its citizenship, the future of government, and the protection of life and property as well as the preservation of order and of liberty.

While different nationalities have been excited to oppose the literacy test in their strictly national societies, it is a fact that these different elements, united in the labor unions, have been of one voice throughout all these twenty years. They have stood unswervingly for restriction and for the literacy test which has now become a law, the veto of the President notwithstanding. This only proves that in the trade union movement different nationalities are associated together on an equal plane, and can be depended upon to think more clearly on such subjects as these than clannish national associations.

"SECOND PREFERRED."

DIFFERENT plans of endeavoring to interest wage earners in the capital stock of employing corporations, with a view of seeking to make the interest of the individual wage earner in the company becloud his vision as to his true interests as a wage earner and his duty to his fellow wage earners, have, from time to time, been presented.

One of the latest things in this line is now presented by the A. E. Nettleton Co. of Syracuse, New York. This company is issuing \$100,000 of "second preferred" stock, solely for the purpose of selling it to its employees. It is said that it will be sold to them on the basis of one or two dollars per week with a charge of 5 per cent interest on unpaid balances. The stock is supposed to pay 7 per cent, or 9 per cent in years when the common stock earns above 7 per cent. The difference of 2 per cent, or 4 per cent, as the case may be, is to be paid to the employees as an incentive for the factory

workers to save money, buy stock, and become interested in the capital stock of the concern.

Now let us see just what this amounts to. Suppose an employee, without any material savings to start out with, desires to purchase \$500 of the stock at the rate of \$2.00 per week; he would be nearly five years paying for it, or nearly four years if the difference in interest was credited to his purchase. At the end of the four years he would own \$500 worth of stock which, at the maximum, would, at 9 per cent, pay him \$45 per year.

In order to secure the stock, he has been continuously in the employ of the Nettleton Co. for the four years, and if he had for any reason left the employ of the Nettleton Co. within that time, we presume the stock purchase would be cancelled, and whatever he had invested would be returned to him.

In the meantime, during the four years, his employment is under the wages and conditions of labor fixed absolutely by the firm and in which the wage earner has no voice, this having been determined for him some years ago by the Nettleton Co. who, through these means accompanied by an employee's benefit association and other schemes designed to keep the employees out of any legitimate labor organization, have sought to make them subservient to the Nettleton Co.

We take \$500 as an example sufficiently large to be beyond the average possibility because, where there are said to be 700 employees, there is only \$100,000 of stock to be issued, or an average of approximately \$140 of stock per employee, which in itself shows some indication that the plan is used for a bait to interest a sufficient number of the employees so as to prevent successful trade union organization.

After the stock has been paid for, and the employee has nearly four times his average share, he then receives, at the most, 9 per cent or \$45 per year on \$500 of stock. In other words, under this stock owning proposition one employee out of four will get, through the dividend he receives after paying \$2.00 a week out of his wages for four years, a dividend of about 87c per week; that is to say, out of this munificent proposition one employee in four will receive a dividend amounting to 87c per week, or an average of 22c per week for each of the employees.

This average of 22c per week is 8c lower than the 25c per week these shoe workers would pay as dues if they were members of

the Boot & Shoe Workers' Union. If they were members of the Boot & Shoe Workers' Union, they would be paying 25c per week to the union, and, in return for that, they would be getting the union benefits and such betterments in wages and working conditions as they could secure through the union through its collective bargaining which has accomplished so much for its members in other factories and sections. Readjustments in wages, brought about through this union, have, in numerous cases, increased wages from \$3.00 to \$6.00 per week more than they were before.

Shoe workers have obtained dividends from their investments in dues in this union in all sorts of percentage. For instance, if a member receives an advance in wages of \$3.00 per week, or \$150 per year, and the dues are \$13.00, he has received a dividend of 1153 per cent. Such cases as these have been numerous, and, in some cases, cumulative, as the corporation people like to say; as, for instance, where a group of workers get an advance in wages amounting to five times the dues they pay, which is their investment. In a year or two later perhaps they get another advance amounting to ten times their annual dues; and they are now receiving, for illustration, a dividend of 1500 per cent, which a later improvement may raise to 2000 per cent. Details can be given of the betterments that have taken place substantiating these illustrations.

But the Nettleton employees are not paying the 25c to the Boot & Shoe Workers' Union, and the Nettleton Co. does not wish them to. It would prefer to pay them 22c per week in the form of a stock dividend which incidentally permits the Nettleton Co. to fix all questions of wages and conditions of labor. We are indebted to the Nettleton Co. for furnishing us the basis of this clear illustration of the unwisdom of the wage earner undertaking to become an owner in the business of his employer, when the real purpose is to give him petty dividends of capital instead of real dividends in the form of wages. Wage earners cannot emphasize the point too much that what they need is something in the pay envelope, and that they need it now while living conditions are extremely high in price; and one or two dollars per week cannot well be spared from an already scant pay envelope.

COMPULSORY PHYSICAL EXAMINATION

IN an article published in one of our exchanges, Mr. John B. White calls attention

to the movement on foot to obtain the passage of laws compelling a physical examination. This is another instance of the disposition to interfere with the personal rights and liberties of wage earners. Mr. White says compulsory physical examination, whether of employes in industry or of any other class of citizens, involves an interference with the personal life of the individual so serious that it should be undertaken only on the assurance that the public welfare demands it and that the results are worth the sacrifice of that personal sanctity which our institutions have thrown about the individual.

This, in my judgement, is another way of saying that the state, not the employer, should undertake such examination, assuming always that public policy demands compulsory examination at all. I am not prepared to admit even this. Our well-to-do class manage to maintain a fairly high standard of health, and it has become a universal custom among well-to-do people to consult the doctor and the dentist on frequent occasions.

Compulsory physical examination is being urged only for wage earners. The reason is not far to seek. For the disinterested physician or scientist, it is a short cut to remedying a condition which is due to the fact that wages are too low to permit wage earners, as a class, to spare the means for doing what otherwise they would voluntarily do, and without prompting from any authority—that is, to consult the physician as frequently as necessary.

If we are to assume that 'insufficient wages, and the ignorance and helplessness attendant on low wages, are to remain with us always, then we could proceed with a program of paternalism and justify it. The fear of organized labor and lovers of human freedom generally is that low wages will become so buttressed by remedial measures of this sort that the public conscience will be dulled into an acceptance of low wages as a permanent institution.

Of course, in some occupations such as that of locomotive engineer, certain physical tests are so necessary on the ground of public safety that no objection can be raised. But, with industry organized for private profit, the weeding out of men not physically perfect by physical examination means only that those who pass the test will be subjected to greater strain than previously. The late Prof. Hoxie of Chicago University, after conducting a thorough investigation of scientific management, expressed the opinion

that the greatest danger now threatening the American wage earner is the speeding up of industry and the consequent physical strain imposed upon the worker.

If Prof. Hoxie and other economists and students of industrial problems are correct, as I believe they are, then we must regard the entrance of a number of physically unfit men into industry as a blessing, if it serves to check the tendency toward more speed and greater strain.

As modern industries are organized today, the rejection of unfit men means, not the protection of those who are accepted, but license to increase the strain upon them so that eventually they, too, or their descendants, will be added to the class of the unfit. In this respect the fate of the physically fit is like that of the flower of European manhood, maimed and slaughtered on the battlefield.

"They will scrap the whole human race if they keep on," said Andrew Furuseth, in referring to the increase in efficiency devices, so called. We are in great danger of losing entirely the human equation in industry, and with it the freedom of the individual. This is not only inhuman and intolerable from a humane standpoint, but it is not efficient. Human nature is too complex to measure men with a yard stick. Some of the greatest inventors and mechanics, not to mention statesmen and even soldiers, have been men who could never have passed the rigid physical tests imposed by some of our modern industrial corporations whose managers have gone mad over "efficiency." Many a young man, who might later invent a device which would revolutionize that particular industry, would be rejected and discouraged, probably turned aside from what should have been his life work.

If physical examination of all persons is demanded on the broad grounds of social welfare, then let it be administered by the state.

Better still, let our scientists and wise men cease regarding the great mass of workers as densely ignorant and hopeless wards over whom they must watch and care. Let them instead join with organized labor in demanding a fair wage, and then, take my word for it, the very men for whom they are now so solicitous will be found taking the best of care of themselves.

It is certainly putting the cart before the horse to demand the weeding out of all save the physically perfect, while at the same time we permit low wages and poverty to

continue to make physical fitness difficult or impossible to achieve.

I should like the advocates of compulsory physical examination to read what was written by Mr. Gilbert Chesterton, the English writer, when it was proposed by the health authorities of London to require the hair of all poor children to be cut short in order to rid them of vermin. In a classic passage, Mr. Chesterton points out that the true remedy would be to give the little child a leisured mother, and therefore to give the father a living wage and freedom from the extortions of the landlord.

"Rather than that one hair on the head of the street urchin be touched," concludes Mr. Chesterton, "we shall have a revolution."

It is always easy to experiment with the poor and humble and defenseless, rather than to attack the source of lies in strongly entrenched privileges enjoyed by the few at the expense of the many.

A NOTABLE INJUNCTION VICTORY.

IN a recent circular letter sent to the local unions of the Cigar Makers' International Union, Mr. George W. Perkins, International President of that organization, notified the members of a very important legal victory obtained in the courts. International President Perkins reported the matter as follows:

"On January 29, Judge Andrews rendered his decision in the long-drawn-out Seubert injunction and 100,000 dollar damage suit. Before briefly analyzing the decision, it should be remembered that Seubert, backed by the American Anti-Boycott Association charged the International Union, Local Union No. 6 Syracuse, the Central G. W. Perkins personally and as President, the officers of Union 6, Syracuse, and the officers of the Central Labor Union and of other unions of Syracuse, with being engaged in an unlawful conspiracy and the illegal and unlawful use of the union label, and a monopoly under the laws of New York, and with being engaged in restraining trade and commerce, and calling an illegal strike and boycotting Seubert primarily and directly, and boycotting other concerns which displayed and handled Seubert goods, and asked for a perpetual injunction, and damages to the extent of one hundred thousand dollars.

"The decision of the Judge, which will be published in the February issue of the Official

Journal, freed the International Union and the International President on all counts, and freed the local unions of Syracuse on all counts except the secondary boycott, and denied the injunction in so far as it primarily and directly applies to Seubert, but made the injunction permanent in so far as it restrained the unions from boycotting firms which handle Seubert goods, in substance meaning that we have a right to boycott Seubert goods, but cannot boycott John Jones, the dealer, simply because he handles Seubert goods. This is known and referred to as a secondary boycott. The decision held that the strike was legal and that we can quit individually or collectively for cause or no cause; that the label is legal, and that its use is lawful. The Judge held that the restrictions governing the use of the label in the action before the court were immaterial; that the use of the label by many union manufacturers does not constitute an unlawful combination in restraint of trade, a conspiracy, or a monopoly, and further that the limitations as to wages, and other restrictions are not unlawful. The Judge held that picketing in aid of the strike was not itself illegal because pursued without violence, trespass, or other improper acts, and the decision so declared.

"The complaint against all defendants in the case was dismissed except against Cigar-makers' Union 6, the Central Trades and Labor Assembly, Division 580, Street Car Men, Machinists Union 381, C. F. Reiff, Samuel Crouse, C. A. Yates, William Geigler, D. Ring and J. Charles. Local unions, however, attached to the Central Trades and Labor Assembly, who were not mentioned in the complaint and who were not specified nor convicted of any boycotting, are not affected. The plaintiff was given an interlocutory judgment continuing the injunction against the foregoing named defendants, and a referee was appointed to determine what damages, if any, the plaintiff has suffered by reason of the so-called secondary boycott. The damages are limited to Seubert's customers, that were mentioned in the trial, and do not affect more than six or seven all told, and the damages, if proven, through loss of trade cannot possibly exceed one thousand dollars at the utmost, and they will be lucky if they can prove five hundred.

"The decision in full will be published in the February issue of the Official Journal, and should be read and carefully studied by all unions and all members as it defines, in so far as the State of New York is concerned, the law. Two appeals, however, will probably be taken. Of course, Seubert was dissatis-

fied and will appeal and an appeal will also be taken on the permanent injunction as it applies to the secondary boycott, and against the decision as it applies to the secondary boycott.

"All things considered, the International Union and the local unions have won a notable and far-reaching victory. Our case was similar to the Hatters' damage suit in which they were assessed three hundred and twenty thousand dollars. However, after careful preparation in which every point and detail including the human side of this question was handed to and impressed upon our attorneys, and their able handling of the case, we have come out victorious, with the possible exception of the small amount of damages that they may be able to prove. The attorneys for the International Union are the General Counsel, Mr. Eugene Clifford, and Costello, Burton, Cooney and Walters of Syracuse. Mr. Collins and Mr. Ward, local attorneys, sat through the trial, as representatives of some of the local unions."

The lesson of this case appears to be that organized labor will do well to have more care for legal distinctions. If it did, we would not lose so many cases in the courts. It is not altogether a question of the law being one-sided and against us. It is partly because trade unions are too apt to assume that the courts will rule against them anyway, and therefore come into court with a very poorly prepared case.

We do not mean by this that we can win our victories in the courts, but we shall certainly suffer less defeats if we have more regard for legal elements, especially when new laws are about to be interpreted by the courts.

PROPOSED CONVICT LABOR LAW.

THE Connecticut A. F. of L. state branch is trying to obtain the passage of the Convict Labor Law, the effect of which will be to abolish the present conditions of contract convict labor that exists in that state.

An official circular of the Connecticut Federation of Labor is quoted as follows:

AN ACT CONCERNING THE EMPLOYMENT OF THE INMATES OF PENAL AND REFORMATORY INSTITUTIONS.

Be It Enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. From and after the expiration of any present contracts to which they or any

of them may now be a party, it shall be unlawful for the warden or directors of the state prison, the superintendent or directors of the Connecticut reformatory, the sheriffs, the county commissioners, or any other person or persons, officer or officers in control of any penal or reformatory institution within this state to let by contract to any person, persons, or corporation the labor or services of any convict or inmate of any such institution, except as allowed and required by Section Three of this act.

Sec. 2. As present contracts shall hereafter expire the directors, and other officers referred to in Section One of this act shall cause the convicts or inmates under their control to be employed regularly in such productive or useful occupations as they shall deem most conducive to the physical, mental, and moral restoration of such convicts or inmates. Such occupations need not be within the buildings or grounds of the institutions, but may be carried out in such places and under such conditions and regulations as may be approved by the officers severally in charge of the respective institutions.

Sec. 3. So far as may be practicable such occupations shall be chosen as will yield the services, materials, equipment, furniture, or supplies required by the state or any department thereof, by the counties, towns, cities, boroughs or school districts of the state, or by any public institution within the state. And no purchases of services, materials, equipment, furniture, or supplies shall be made or contracted for by or in behalf of the state or any department thereof, of any county, town, city, borough, or school district, or any public institution as aforesaid while the purchaser has knowledge that the directors or other officers of any of the penal or reformatory institutions within this state are ready to supply such services, materials, equipment, furniture, or supplies at the going market prices.

Sec. 4. Convicts and inmates of the penal and reformatory institutions within this state shall be credited with such wages, not more than twenty-five cents daily, as their earning capacity and general conduct may appear to deserve and, in the discretion of the officers in control, shall be either paid currently to the families or dependents of the convicts or inmates, or retained until the discharge of such convicts or inmates, and then paid to them or expended in their behalf.

Sec. 5. All acts or parts of acts inconsistent with this act are hereby repealed.

Sec. 6. This act shall take effect July 1, 1917.

We again declare emphatically against the system of working the convicts in unfair competition with free labor. We believe that the welfare of the convicts can be better maintained if employed in work directly for the state.

We realize that the convicts shall be employed, but we also insist that their labor shall be performed under conditions which tend primarily toward their reformation, which is not possible under the present contract system.

Many of the states have adopted the state use system and we should see that Connecticut follows in line with the progressive state.

This bill was introduced at the request of the Connecticut Federation of Labor and has been indorsed by that body.

This is a step in the right direction. It is to be hoped that the state of Connecticut will adopt the legislation founded, as it is, upon humane principles and sound political economy that have been adopted in the most progressive states. One by one the states are slowly but surely putting the old time methods of employing convict labor into the discard.

BRIEFS.

A committee appointed by the Denver, Colorado, Trades and Labor Assembly to investigate the high cost of living found refrigerator cars loaded with hay and cement.

They also reported that 45 carloads of potatoes were left in the freight yard to freeze at one time, while in another district of the state a man with 10 acres of potatoes had to cover them with straw to prevent them from freezing, because he could get no cars.

Instances like these throw some light on the high cost of living which appears to be, to some extent, due to railroad mismanagement or lack of equipment and ability to meet the transportation needs of the nation.

The fact that our transportation system is faulty, however, does not prove that government ownership of railroads is desirable, for we would then have a large army of government employes which, added to the post-office employes, would be a dominating factor in the politics of the country.

No doubt the present transportation problems will be solved. The men who have spent their lives in the railroad business probably know more about it than mediocre politicians who have never made any success on their own personal account.

It is a wonder that some of the advocates of compulsory arbitration of labor disputes would not propose a bill providing for the compulsory arbitration of the prices of wheat, flour, eggs, lawyers' fees, doctors' bills, house rents, railroad fares, and other forms of exorbitant expenses that the wage earner has to meet. What is sauce for the goose should be sauce for the gander.

One of the features of state legislation in the various states this year is the attempt to establish a state constabulary, a state wide police force apparently designed principally in the interest of employers who desire such a force to be available for the suppression of strikes which they anticipate to occur when they start in their policy of union crushing, which has said to have been determined upon by the large employing associations.

A commission appointed by the governor of Indiana recommends the abolishment of the convict labor system in Indiana, and that the legislature shall prepare for new conditions in 1920, when the present prison labor contracts in that state expire. The commission favors the state use system, opposes highway construction, but does believe that certain convicts can be employed in the preparation of road building material.

The industrial freedom of wage earners depends upon their keeping control over industrial relations within their own hands. Once delegate even a particle of that authority to the government and they limit their freedom and forge a chain that retards normal free action in all lines. The tendency of government is always to increase its power and scope of action. An immense coercive power would thereby be created which would mark the decay of industrial freedom.

President Wilson said in proposing his obnoxious railway legislation, "Concerted action of powerful bodies of men shall not be permitted to stop the industrial process of the nation, at any rate before the nation shall have had an opportunity to acquaint itself with the merits of the case as between em-

ploye and employer." Cold storage monopolies have been stopping the eating processes of the nation, absorbing the earnings of the people, and leaving them destitute, but we have not heard the president raise his voice to curb the abuse of speculation and monopoly in food stuffs.

An exchange makes the very good point that opponents of trade unionism who criticize the unions because they want to convert the non-unionists to unionism are the very men who subscribe money to send missionaries to deepest Africa to convert the heathen tribes who are satisfied with their own method of living. The unorganized are a menace to the progress of the wage earners and to the advancement of humanity. We think it important to devote our energies to the improvement of our own people. Hypocritical philanthropists very often prefer to devote their energies to the salvation of the heathen tribes.

Wage earners want not favors but rights; not charity but justice. They do not want gifts, and they do not want to be placed in a position where they have to accept these gifts or else forfeit their opportunities of making an honest living, or their right to advise and confer with their associates. Bonuses and gifts constitute nothing else than wages withheld and afterwards used as a premium by which the employer buys a certain form of labor insurance, using, therefore, the money labor was worth to him and which he did not pay.

There is much speculation about what is to happen after the European war comes to an end. Why speculate, when we cannot possibly know anything? All that we can do is to go on as we are, and not attempt to cross bridges until we come to them. We are certain of one thing, and that is that after the war, our unions will be necessary to wage earners as never before; therefore, it behooves us to do everything we can to strengthen them at the present time.

There is said to be a movement on foot in Chicago to disprove the theory that the middle-aged worker must give way to younger men on the ground of efficiency. A committee of 15 business men has been appointed to test the efficiency of 10,000 middle-aged men alongside an equal number of youths. The experiment was said to be due to the fact that there were 10,000 men

between the ages of 45 and 65 out of employment in the city of Chicago.

An item of labor news states that no reputable attorney in the state of Colorado will undertake to defend the legality of the "can't-strike" law passed by the Colorado legislature last year. A prominent attorney of that state addressing a meeting of the Bar Association said that this industrial law was subversive of every principle of human rights and in direct conflict with constitutional guarantees. This law is based upon the same principle as the compulsory investigation feature advocated by President Wilson to apply to the railroad situation.

Trade unions are based upon democracy. They are voluntary associations of individuals having common interest. The success of a trade union depends upon the amount of energy put forth by each member, and to the same extent that one member shirks duty or fails to do his part, to that extent the whole union suffers. The union man who thinks he has fulfilled his obligation to his union when he pays his dues, never attends meetings or assists in the active work of the organization fails to get all the good there is in unionism.

The chief factory inspector of Ohio says that laws relating to child labor, compulsory education, and the 54-hour law for women are utterly disregarded, and furthermore, that out of 115 prosecutions instituted in three months, 72 per cent of the fines in the cases prosecuted were suspended or remitted by the courts. In other words, the employers violate the laws and the courts refuse to enforce them. Here is an object lesson for the extreme advocates of law and order, who only see an opportunity for its application to the labor side. Here is another reason why trade unionists believe more in the uplift through their own organizations and economic efforts and less in uplift through legislation.

The real permanent benefits that come into the lives of the workers, those which are felt from day to day and not merely during times of special need, are brought about by the trade union movement. The trade union movement represents the organized economic power of the workers. Through the development, the organization and the exercise of this economic power the workers themselves establish higher standards of living and work. Although this

economic power from the superficial standpoint seems indirect, it is in reality the most potent and the most direct social insurance the workers can establish. It is the only agency that really guarantees to them protection against the results of the eventualities of life and gives them a feeling of security.

LINCOLN'S PHILOSOPHY.

Whereas, God Almighty has given to every man one mouth to be fed and one pair of hands adapted to furnish food for that mouth. If anything can be proved to be the will of heaven it is proved by this fact, that the mouth is to be fed by those hands without being interfered with by any other man who has also his mouth to feed and his hands to labor with. I hold, if the Almighty had ever made a set of men that should do all the eating and none of the work, he would have made them with mouths only and no hands, and if he had made another class that he intended should do all the work and none of the eating he would have made them without mouths and with all hands.

THE PERFECT DAY.

When you've started the day with a bunch of pep
And a zest for the old ham and—
When you've swung to work with a springy step
As the tasks of the day you planned;
When you've pitched right in and raised merry hob
With the work that you found to do,
With a brain so clear that the meanest job
Was easy as pie for you—
Then the feeling you have as you hit the hay
Is a feeling of great content,
And that is the end of a perfect day,
Of a day that has been well spent.
—From Baer's Facts.

MADE BOTH ENDS MEET

Flatbush—Times are not what they used to be.
Bensonhurst—Why not?
"Because when I was a kid I used to put my toe in my mouth, but, believe me, I can't make both ends meet now."
—Yonkers Statesman.

: FRENCH DEPARTMENT :

LE TEST DE L'INSTRUCTION GAGNE.

Le bill de l'émigration, comprenant le test de l'instruction défait à Washington pendant de nombreuses années par le veto présidentiel et qui fut défait par le veto du président Wilson durant son premier terme d'office, est enfin devenu loi par une écrasante majorité des deux branches du congrès en dépit du deuxième veto du président.

Pendant vingt ans le travail syndiqué a lutté pour faire adopter cette mesure, dont le but était de restreindre l'immigration. La seule restriction était le test de l'instruction fermant les États-Unis aux immigrants incapables de lire et d'écrire quelque langue—non l'anglais seul, mais une langue connue à l'immigrant. L'intention de ce test était de restreindre l'immigration de ceux qui ne pouvaient même pas lire ou écrire leur propre langage, et qui, à cause de cette ignorance, se trouvaient plus exposés à devenir la proie de corporations toujours prêtes à se servir du travailleur ignorant au détriment des autres; à réduire les gages et à abaisser le mode de la vie.

Le test de l'instruction a été cause de plusieurs attaques pour différentes raisons. Quelques philanthropes à vues extrêmement larges ont pensé que les États-Unis devraient être le refuge des illettrés afin de leur permettre de recevoir l'éducation. Mais les travailleurs à gages syndiqués n'ont jamais vu pour quoi leurs gages et conditions laborieuses seraient réduits pour venir en aide aux illettrés de toutes les nations du globe. On dit que le gouvernement américain a pour but de faire "le plus grand bien pour le plus grand nombre." Nous avons supposé qu'on voulait parler de ceux qui vivaient à l'ombre de notre drapeau, et non pas des illettrés des autres nations du globe.

Ceux qui s'opposent au test de l'instruction ont affirmé que quelques uns des pires criminels de l'univers sont des plus instruits, et que, puisque le test ne fermerait pas l'entrée à la classe criminelle, les illettrés honnêtes devraient être admis. Ceci force la question. La loi qui exclut la classe criminelle est suffisante; nous n'avons besoin que de la mettre en force. Parce que quelques criminels parviennent à entrer en dépit de la loi,

nous ne voyons pas pourquoi les États-Unis deviendraient le refuge des illettrés de tout l'univers.

Il est singulier que ceux qui se sont opposés au test de l'instruction pour des raisons triviales, admettant, cependant, qu'on devrait restreindre l'immigration, n'ont jamais rien soumis pour le remplacer. On a cru que c'était la seule méthode pratique pour restreindre l'immigration, possédant certainement le mérite d'exclure les types les plus bas et les moins désirables; nous voulons parler de ces ignorants qui demanderaient un temps bien long pour les unir à l'alliage qui forme notre corps politique. Ce sont aussi des gens qui seraient une menace sérieuse pour les gages américains et conditions de vie.

On a aussi créé beaucoup de fausses impressions dans les discussions de cette mesure. On en a appelé à différentes nationalités, faisant maintenant partie des États-Unis, pour faire opposition à cette législation. L'opposition des Irlandais, des Juifs et des Italiens fut plus prononcée, parce que des milliers nés à l'étranger sont venus ici autrefois et ne savaient ni lire ni écrire. Parce que quelques uns de ceux-là sont devenus éminents et respectables, et, dans certains cas, des citoyens de succès, on a avancé qu'on devrait suivre la même ligne de conduite indéfiniment, ne prenant pas note du progrès du pays, de son présent système d'industries compliqué ou de la puissance de ces grandes corporations du jour, ou des différentes méthodes qui existent dans les grandes industries, avec leurs nombreux établissements, dont quelques uns peuvent être fermés à volonté, détruisant ainsi les intérêts de gages des employés qui sont eux-mêmes tenus dans un état de division par toutes sortes de plans imaginés pour ces fins.

Nous avons eu l'exemple de grandes corporations important des travailleurs de l'étranger et peuplant exclusivement de grandes villes de ces immigrés. La ville de Lawrence, Massachusetts, est un exemple, et quand la grève se déclara il y a quelques années, ce fut la population étrangère qui portait des bannières par les rues avec l'inscription, "Pas de Dieu pas de patrie."

Si l'immigration est nécessaire nous de-

mandons une restriction raisonnable, non pas surtout dans les intérêts du travail, mais dans l'intérêt de l'état, du droit de citoyen, du gouvernement de l'avenir, de la protection de la vie et de la propriété ainsi que la préservation de l'ordre et de la liberté.

Tandis qu' on a incité différentes nationalités à s'opposer au test de l'instruction dans leurs sociétés strictement nationales, il est un fait que ces différents éléments, unis dans les unions de travail, n'ont eu qu'une voix pendant ces vingt ans. Ils ont été en faveur de la restriction et du test de l'instruction que est devenu loi, malgré le veto du président. Ceci prouve que dans le mouvement de l'union des métiers les différentes nationalités sont associées ensemble dans un même but, et l'on peut être assurés qu' ils pensent plus sainement sur ces sujets que les exclusifs d'associations nationales.

"DEUXIÈME PRÉFÈRE."

On a cherché, de temps à autres, à présenter différents plans pour intéresser les travailleurs à gages au stock capital de corporations qui donnent de l'emploi, visant à ce que les intérêts individuels du travailleur à gages dans la compagnie cachent ses propres intérêts et son devoir vis-à-vis ses compagnons de travail.

Une des dernières choses de ce genre est actuellement présenté par la compagnie A. E. Nettleton de Syracuse, New York. Cette compagnie offre \$100,000 d'actions, "deuxièmes préférées," dans le but seul de les vendre à ses employés. On dit qu' on leur vendra ces actions sur la base d'une à deux piastres par semaine, chargeant 5 per cent d'intérêt sur les balances non-payées. Le stock est supposé payer 7 per cent, ou 9 per cent dans les années qui rapportent au-delà de 7 per cent au stock commun. La différence de 2 per cent, ou 4 per cent, suivant le cas, doit être payée aux employés pour les engager à économiser, acheter des actions, et devenir intéressés dans le stock capital de la compagnie.

Etudions un peu à quoi cela se monte. Supposons qu' un employé, sans épargnes matérielles pour commencer, désire acheter \$500 de stock à raison de \$2.00 par semaine; cela lui prendrait près de cinq ans pour payer, ou près de quatre ans si la différence de l'intérêt était mise au crédit de son achat. A la fin de quatre ans il serait propriétaire de \$500 de stock, lesquelles, au maximum, à 9 per cent, paieraient \$45 par année.

Afin d'avoir ce stock, il a été continuellement à l'emploi de la compagnie Nettleton, pendant quatre ans. Si, pour aucune raison, il avait laissé l'emploi de la compagnie, durant ce temps, nous supposons que l'achat du stock aurait été retourné.

Durant ce temps, pendant quatre ans, il est employé sous des gages et des conditions laborieuses absolument imposés par la compagnie dans laquelle il n'a aucune voix, ceci ayant été déterminé pour lui quelques années auparavant par la compagnie Nettleton, qui, par ces moyens, accompagnés d'une association de bénéfices pour les employés et autres plans dans le but de les tenir hors des organisations, légitimes du travail, a cherché à les rendre utiles à la compagnie Nettleton.

Nous prenons \$500 comme exemple suffisamment considérable pour être au-delà de la possibilité moyenne. Là où il y a 700 employés l'on offre \$100,000 de stock, ou une moyenne de \$140 par employé, ce qui est une marque que le plan sert d'appât pour intéresser un nombre suffisant d'employés afin d'empêcher qu' on réussisse à organiser une union de métier.

Après que le stock a été payé, et que l'employé a près le quatre fois sa part, il reçoit alors, au plus, 9 per cent ou \$45 par année pour \$500 de stock. En d'autres mots, d'après cette proposition un employé sur quatre recevra, par dividende, après avoir payé \$2.00 par semaine sur ses gages pendant quatre ans, à-peu-près 87c par semaine; c'est-à-dire, de cette proposition libérale, un employé sur quatre recevra un dividende se montant à 87c par semaine, ou une moyenne de 22c par semaine pour chacun des employés.

Cette moyenne de 22c par semaine est 3c plus basse que les 25c par semaine ces ouvriers en chaussures paieraient comme cotisations s'ils étaient membres de l'Union des "Boot and Shoe Workers." S'ils faisaient partie de cette association, ils paieraient 25c par semaine à l'Union, et, en retour ils recevraient les bénéfices qui y sont attachés et les améliorations de gages et de conditions laborieuses que l'Union peut assurer au moyen du marché collectif qui a accompli beaucoup pour ses membres dans les autres manufactures et sections. De nouveaux arrangements dans les gages, effectués par cette Union, ont, dans bien des cas, augmenté les gages de \$3.00 à \$6.00 par semaine plus qu' auparavant.

Les ouvriers en chaussures ont obtenu des dividendes de leurs placements en cotisations

dans cette Union par toutes sortes de pourcentage. Par exemple, si un membre reçoit une avance de \$3.00 par semaine, ou \$150 par année, et que les cotisations sont de \$13.00, il a reçu un dividende de 1153 per cent. De tels cas ont été nombreux, et, parfois, cumulatifs, comme les gens de corporations se plaisent à le dire; comme, par exemple, là où un groupe de travailleurs obtiennent une avance en gages se montant à cinq fois les cotisations payées, ce qui est leur placement. Un ou deux ans après peut-être ils reçoivent une autre avance se montant à dix fois leurs cotisations annuelles, et ils reçoivent maintenant, pour illustrer, un dividende de 1500 per cent, qu'une autre amélioration pourra porter à 2000 per cent. Nous pouvons fournir des détails des améliorations qui ont eu lieu comme preuve de ce que nous avançons. Mais les employés de la compagnie Nettleton ne contribuent pas 25c à l'Union des "Boot and Shoe Workers," et la compagnie Nettleton ne désire pas que cela se fasse. Elle préfère payer à ses employés 22c par semaine sous forme de dividende de stock, ce qui, incidemment, permet à la compagnie Nettleton de régler toutes les questions de gages et conditions laborieuses. Nous sommes redevable à la compagnie Nettleton qui nous a donné la base de cette claire illustration du manque de sagesse du travailleur à gages cherchant à devenir co-proprétaire de l'établissement de son patron, quand le but réel n'est que lui donner de maigres dividendes de capital au lieu de dividendes réels sous forme de gages. Les travailleurs à gages ne peuvent être trop emphatiques sur le point que c'est quelque chose dans l'enveloppe qu'ils désirent avoir, et qu'ils en ont plus besoin maintenant que la cherté de la vie se fait extrêmement sentir. L'on peut difficilement se passer d'une ou deux piastres par semaine quand l'enveloppe contenant les gages est déjà maigre.

EXAMEN PHYSIQUE OBLIGATOIRE.

Dans un article publié dans l'un de nos échanges, M. John B. White attire l'attention sur le mouvement en marche pour obtenir le passage de lois demandant l'examen physique. Voici un autre exemple de la disposition qu'on montre à intervenir avec les droits personnels et les libertés des travailleurs à gages. M. White dit que l'examen physique obligatoire, que ce soit des employés dans l'industrie ou d'aucune autre classe de citoyens, paraît intervenir avec la vie personnelle de l'individu si sérieusement, que l'on

ne devrait l'entreprendre que sur l'assurance que le bien-être public le demande et que les résultats valent le sacrifice de ce sanctuaire personnel que nos institutions ont ouvert à l'individu.

Ceci, à mon avis, est une autre manière de dire que l'état, non le patron, devrait entreprendre un tel examen, en supposant toujours que l'opinion publique demande cet examen obligatoire. Je ne suis même pas prêt à admettre ceci. Notre classe à l'aise parvient à maintenir un état de santé assez florissant, et l'on a adopté l'universelle coutume, chez cette classe, de consulter le médecin et le dentiste assez fréquemment.

On ne demande l'examen physique que pour les travailleurs à gages. Il est inutile de chercher longtemps pour en trouver la raison. Pour le médecin ou l'homme scientifique désintéressé, c'est un court moyen pour remédier à une condition due au fait que les gages sont trop bas pour permettre aux travailleurs à gages, comme classe, de faire des épargnes pour accomplir ce qu'autrement ils feraient volontairement, et sans être poussés par l'autorité—c'est-à-dire, consulter le médecin aussi fréquemment qu'il est nécessaire.

Si nous devons supposer que des gages insuffisants, et l'ignorance et la destitution s'y rattachant, doivent être avec nous indéfiniment, nous pourrions alors procéder avec un progrès de paternalisme justifiable. La crainte du travail syndiqué et de ceux qui aiment la liberté humaine est, généralement, que les gages peu élevés deviendront tellement appuyés par des mesures destinées à remédier de cette sorte de chose, que la conscience publique s'émoussera et acceptera des gages réduits comme institution permanente.

Quelques occupations, naturellement, telle que celle d'ingénieur de locomotive, demande certain examen physique auquel il n'y a aucune objection à cause de la sûreté publique. Mais, avec l'industrie organisée pour profit privé, l'élimination d'hommes n'ayant pas la perfection physique veut dire que ceux qui passent l'examen sont sujets à plus de fatigue qu'auparavant. Feu le professeur Hoxie de l'université de Chicago, après une sérieuse investigation de gérance scientifique, a exprimé l'opinion que le plus grand danger qui menace le travailleur à gages américain se trouve dans la hâte avec laquelle on fait fonctionner l'industrie et la fatigue physique qui en résulte pour le travailleur.

Si le professeur Hoxie ainsi que d'autres économistes et étudiants de problèmes industriels sont corrects, comme je crois qu'ils le

sont, nous devons regarder l'entrée d'un nombre d'hommes physiquement incapables dans l'industrie comme une bénédiction, si cela sert à réprimer cette tendance à se hâter et à fatiguer les gens outre-mesure.

Tel que les industries modernes sont organisées aujourd'hui, le refus d'hommes incapables veut pas dire qu'on protège ceux qui sont acceptés, mais qu'on prend la liberté d'imposer un surcroît de fatigue sur ceux qui, éventuellement, eux ou leurs descendants, seront ajoutés à la classe des incapables. En cela, le sort de ceux qui sont physiquement capables est comme la fleur de la virilité européenne, mutilée et massacrée sur le champ de bataille.

"L'on mutilera toute la race humaine si cela continue," a dit André Feruseth en parlant de l'augmentation de ces inventions efficaces, ainsi-nommées. Nous sommes en grand danger de perdre entièrement l'équation humaine dans l'industrie, et, aussi, la liberté de l'individu. Ceci est non seulement inhumain et intolérable au point de vue de l'humanité, mais ce n'est pas efficace. La nature humaine est trop compliquée pour mesurer les hommes à la verge. Quelques uns des plus grands inventeurs et mécaniciens, pour ne pas faire mention d'hommes d'état et de soldats même, furent des hommes qui n'auraient jamais pu passer l'examen physique sévère imposé par quelques unes de nos corporations industrielles modernes dont les gérants ont perdu la tête sur le sujet "d'efficacité." Plus d'un jeune homme, qui, plus tard aurait pu inventer quelque chose qui aurait révolutionné cette industrie particulière, serait rejeté et découragé, probablement détourné de ce qui aurait pu être l'oeuvre de sa vie.

Si l'examen physique de toutes personnes est demandé à cause du bien-être social, que l'état en ait charge.

Mieux encore, que nos hommes de science et nos hommes sages cessent de regarder la grande masse des travailleurs comme de profonds ignorants et des pupilles sans espoir sur lesquels ils doivent exercer une surveillance incessante. Au contraire, qu'ils s'unissent au travail syndiqué pour demander des gages équitables, et alors, je vous le promets, ceux-là mêmes pour qui on montre autant de sollicitude actuellement donneront une preuve du grand soin qu'ils prennent d'eux-mêmes.

C'est certainement renverser l'ordre des choses que de demander l'élimination de tous ceux qui ne sont pas physiquement parfaits, tandis que nous permettons de bas gages et la pauvreté d'exister et continuer

à rendre l'efficacité physique difficile ou impossible à posséder.

J'aimerais que les partisans de l'examen physique obligatoire fussent ce qui a été écrit par M. Gilbert Chesterton, l'écrivain anglais, quand le bureau de santé de Londres proposa d'exiger que la chevelure des enfants pauvres soit coupée afin de faire disparaître la vermine. Dans un passage classique, M. Chesterton indique que le vrai remède serait de donner un peu plus de loisir à la pauvre mère de ces pauvres enfants, et de voir à ce que le père reçoive des gages convenables et ne soit pas exposé aux extorsions des propriétaires.

"Plutôt la révolution que de laisser disparaître un cheveu de l'un de ces enfants de la rue," ajoute M. Chesterton.

C'est toujours aisé d'expérimenter avec le pauvre, l'humble et le sans défense, plutôt qu'attaquer la source de mensonges dans des privilèges puissamment retranchés et dont jouissent quelques personnes aux dépens du plus grand nombre.

PETITES NOTES.

Un comité nommé par la "Denver, Colorado, Trades and Labor Assembly" pour faire enquête sur la cherté de la vie a trouvé des chars réfrigérants chargés de foin et de ciment.

Ce comité rapporta aussi que 45 chars chargés de patates furent laissés dans la cour du fret et gelèrent là, tandis que dans un autre district de l'état, un homme ayant 10 acres de patates dut les couvrir de paille pour les empêcher de geler, parce qu'il ne pouvait avoir des chars.

Il n'y a aucun doute que le présent système de transport sera résolu. Les hommes qui ont passé leur vie dans les affaires de chemin de fer connaissent probablement plus de la situation que les politiciens médiocres qui n'ont jamais réussi dans leurs propres affaires.

Le fait que notre système de transport est vicieux, toutefois, ne prouve pas que le gouvernement devrait avoir le contrôle des chemins de fer, parce que nous avons une armée d'employés du gouvernement qui, ajoutés aux employés des postes, deviendrait un facteur dominant dans la politique du pays.

Des exemples comme ceux-ci jettent un peu de lumière sur la cherté de la vie qui paraît due, jusqu' à un certain point, à la mauvaise gérance des chemins de fer ou au manque d'équipement et l'habileté de voir au transport des besoins de la nation.

Il est singulier que les partisans de l'arbitrage obligatoire dans les différends qui concernent le travail ne pensent pas à proposer un projet de loi pourvoyant à l'arbitrage obligatoire du prix du blé, de la farine, des oeufs, des honoraires de l'avocat, du médecin, des loyers de maisons, des prix de passage sur les chemins de fer, et de toutes les autres formes de dépenses exorbitantes qui tombent sur le travailleur à gages. Ce qui convient à l'un doit convenir à l'autre.

Un des traits de législation dans différents états, cette année, est la tentative d'établir des bureaux de constables d'état, une force de police d'état dont le but apparent serait surtout de voir aux intérêts des patrons qui désirent profiter de l'avantage d'une telle force pour la suppression des grèves qu' ils anticipent quand ils commenceront leur plan pour l'anéantissement de l'Union, ce qui a été décidé par les grandes associations qui donnent de l'emploi.

Une commission nommée par le gouverneur de l'Indiana recommande l'abolition du système pour le travail des criminels dans l'Indiana, et recommande que la législature se prépare à de nouvelles conditions en 1920, quand expireront, dans cet état, les contrats de travail de prison. La commission est en faveur du système d'état, s'oppose à la construction des chemins, mais croit qu' on pourrait employer quelques criminels à la préparation du matériel pour les chemins.

La liberté industrielle des travailleurs à gages dépend du contrôle qu' ils doivent avoir sur les relations industrielles qui les concernent. Laissez échapper même une particule de cette autorité et le gouvernement limitera la liberté du travailleur à gages et forgera une chaîne qui retardera l'action normale libre dans toutes les lignes. La tendance du gouvernement est d'augmenter constamment sa puissance et d'étendre son action. Une immense puissance coercitive serait par conséquent constituée, laquelle marquerait la chute de la liberté industrielle.

Lorsqu' il proposa sa législation représentable de chemin de fer la président Wilson dit: "L'action concertée de corps d'hommes puissants pour arrêter la marche industrielle de la nation ne sera pas permise, dans tous les cas, pas avant que la nation ait une opportunité de s'enquérir des mérites du cas entre employé et patron." Les monopoles de réfrigérateurs ont arrêté les procédés du manger de la nation, absorbant ce que gagne le peuple, et le laissant dans la destitution, mais nous n'avons pas entendu le président élever la voix pour réprimer l'abus de la spéculation et le monopole sur les produits alimentaires.

Un échange public avec esprit que ceux qui s'opposent à l'unionisme de métiers et qui critiquent les unions parce qu' elles cherchent à convertir les non-unionistes à l'unionisme sont les mêmes qui souscrivent des fonds pour envoyer des missionnaires au plus profond de l'Afrique pour convertir les tribus infidèles qui sont satisfaites de leur propre manière de vie. Les non-syndiqués sont une menace au progrès des travailleurs à gages et à l'avancement de l'humanité. Nous croyons qu' il est important de se servir de notre énergie à l'amélioration de notre propre peuple. Les philanthropes hypocrites préfèrent bien souvent se servir de leur énergie pour la salut des tribus infidèles.

Les travailleurs à gages ne demandent pas de faveurs mais des droits; ils ne demandent pas la charité mais justice. Ils ne veulent pas de cadeaux, et ils ne désirent pas être placés dans une position dans laquelle il leur faudrait accepter ces cadeaux ou forfaire leur opportunité de gagner une vie honnête, ou leurs droits de demander conseil à leurs associés et de conférer avec eux. Les bons et les cadeaux constituent simplement des gages qui ont été retenus et dont on se sert ensuite à titre de premium par lequel le patron achète une certaine forme d'assurance de travail, prenant, par conséquent, l'argent que lui valait le travail pour lequel il n'a pas payé.

On se demande partout ce qui arrivera quand le conflit européen sera terminé. Pourquoi faire autant de projets quand nous ne pouvons possiblement rien connaître? Tout ce que nous pouvons faire est de continuer tels que nous sommes, et de ne pas chercher à traverser les ponts avant d'y arriver. Nous sommes certains d'une chose,

et c'est qu'après la guerre, nos unions seront plus nécessaires que jamais aux travailleurs à gages; conséquemment, il est de notre devoir de faire tout en notre pouvoir pour les rendre plus puissantes.

On dit qu'il se fait un mouvement à Chicago pour réfuter la théorie que le travailleur d'âge moyen doit faire place aux hommes plus jeunes par raison d'efficacité. Un comité de 15 hommes d'affaires fut nommé pour faire un examen de l'efficacité de 10,000 hommes d'âge moyen avec un nombre égal de jeunes gens. On dit que cet examen était dû au fait que, dans la ville de Chicago, 10,000 hommes âgés de 45 à 65 ans étaient sans emploi.

Un item de nouvelle concernant le travail annonce qu'aucun avocat de réputation de l'état du Colorado entreprendra de défendre la légalité de la loi "can't strike" passée par la législature du Colorado l'année dernière. Un avocat de prééminence de l'état adressant une réunion de l'association du barreau, dit que cette loi industrielle était subversive de tout principe de droits humains et en conflit direct avec la garantie constitutionnelle. Cette loi est basée sur le même principe que le projet d'investigation obligatoire appliquée à la situation de chemins de fer tel que le demandait le président Wilson.

Les unions de métiers sont basées sur la démocratie. Ce sont des associations volontaires d'individus ayant un intérêt commun. Le succès d'une union de métier dépend du montant d'énergie de chaque membre, et l'union souffre en autant qu'un membre néglige son devoir. L'individu qui croit avoir rempli ses obligations quand il a payé ses cotisations, n'allant pas aux assemblées ou n'aidant pas au travail actif de l'organisation ne connaît pas tout le bien qui se trouve dans l'unionisme.

L'inspecteur en chef des manufactures de l'Ohio dit que les lois se rapportant au travail des enfants, l'éducation obligatoire, ainsi que la loi de 54 heures pour les femmes sont entièrement ignorées, et, que, de plus, sur 115 poursuites intentées en trois mois, 72 per cent des amendes furent suspendues ou remises par les tribunaux. En d'autres mots, les patrons violent les lois et les tribunaux refusent de les mettre en force. Voici une leçon pour les partisans

extrêmes de la loi et de l'ordre, qui ne voient le temps opportun pour son application que quand cela concerne le travail. Voici une autre raison pourquoi les unionistes de métiers ont plus de confiance dans leur élévation au moyen de leurs propres organisations et leurs efforts économiques qu'au moyen de législation.

Les bénéfices réels et permanents venant dans la vie du travailleur, ceux que l'on ressent de jour en jour et non seulement durant les temps de besoin spécial, se voient dans le mouvement de l'union de métiers. Le mouvement de l'union de métiers représente la puissance économique syndiquée des travailleurs. Au moyen de développement, de l'organisation et l'exercice de cette puissance économique les travailleurs eux-mêmes établissent des conditions plus élevées de vie et de travail. Quoique cette puissance économique, à un point superficiel, semble indirecte, c'est réellement l'assurance sociale la plus puissante et la plus directe que les travailleurs puissent établir. C'est la seule action leur garantissant réellement la protection contre les résultats des éventualités de la vie et leur donne un sentiment de sécurité.

Leading economists have stated that the labor of a workingman is his capital. Such being the case, how, then, is it possible to pass a law seeking to force compulsory arbitration upon that workingman to the end that she shall sell that capital at whatever price may be fixed by law?

It might just as well be held that a workingman could go to a bank or a store and insist that he have some voice in the rates he must pay for the use of the bank's money, or how much the dealer in goods should charge him.

If a workingman declines to sell his capital at his own figure, he is at liberty to withhold it until such time as he sees fit to release it, and no compulsory arbitration law can take away that right, a right guaranteed to him by the Constitution of the United States.

And there are some men so harebrained as to advocate the idea that a workingman must sell his capital: labor. New Zealand, Australia and Canada have tried to tell workingmen at what price they must sell their labor, but it has been repudiated; and what has been done in those countries can be done twice over in the United States.

—Chronicle.

THE MISGUIDED MERCHANT.

The thing that organized workers cannot understand is the antagonism of most retail merchants to their efforts to better conditions of employment and to secure increases in wages to keep pace with the increasing cost of necessities.

The retail merchant is compelled to battle against these same elements that the workers are compelled to strike against, but is so busy trying to keep pace with them that he can only see that a strike of workers curtails his volume of business by decreasing their purchases.

He has not studied the question sufficiently to know that if the workers were content to continue working for the same wage when his purchasing power is constantly decreasing through increased prices, the time would not be far distant when his business would cease altogether.

We would think a man very foolish who neglected to take medicine for sickness until the ravages of disease has so weakened his system that recovery was doubtful. Well, the workers would be unable to make resistance against this system.

The merchant does not make more sales to the employer who pays his employees less than a living wage, no matter how wealthy the employer may become. Usually he and the members of his family take a trip to Europe and get the habit of ordering their needs from Paris and similar centers of fashion.

But the workers spend everything they make with the home merchant, for their needs are most insistent and they could not wait to send away for them. Increased sales to the retail merchant, and because he is supposed to be a little ahead of the laborer in intelligence, it is beyond the ken of the union men why the retail merchant always lines up with the union busters and little-wage advocates.

We opine that it is because he is so busy keeping his head above water that he hasn't the time to make a study of economics.

When the workers were all employed long hours they had little time to think of these things, for between shifts they were storing up energy for the tasks ahead, but with unemployment and higher prices the reasons were searched out and it was found that his family was deprived of the necessities because employers were paying too little wages when he was employed to meet the increasing expense.

When convinced that this was true he combined with his fellow workers to get a larger and needed portion of the things they produced for the express purpose of spending the increase with the merchants, whose success depends on their purchasing ability.

The retail merchant is dependent on the workers for his business, and the more the workers have to spend the greater his volume of business and larger his profits, so it is little wonder that the workers are unable to understand his antagonism not only to them but to himself.—Oklahoma Federationist.

TRADE UNIONISM IS BASED ON PARTNERSHIP.

Trade unions are frequently referred to as a business concern in which every member is an equal partner. And this is absolutely true. The trade union is co-partnership affair and is the antithesis of a corporation and control is delegated to a board of directors who possess autocratic power, while the former is based upon a democracy wherein all power is reserved to the individual members comprising it.

The success of a corporation depends upon the successful selection of a directing head, while the success of co-partnership depends upon the intelligence and activity of each individual member constituting the co-partnership harmoniously blended and directed towards a given end. Without intelligent direction and harmony of effort democracy is a failure.

Trade unions are based upon democracy. They are voluntary associations of individuals having common interests. The success of a trade union depends upon the amount of energy put forth by each member, and to the same extent that one member shirks his duty or fails to do his part, to that extent the whole union suffers. The union man who thinks he has fulfilled his obligation to his union when he pay his dues, never attends meetings or assists in active work of his organization fails to get all the good there is in unionism.

No matter how good or how efficient the officers of a union may be, unless they have the hearty support and fullest co-operation of all the members, they cannot possibly secure for their union all the benefits that might be secured. It requires the active co-operation and united effort of all the members of a union to bring it to its highest possible efficiency.—Railway Federationist.

THE ROAD TO FREEDOM.

There is no better established fact of history than that the toilers of the world have received justice at the hands of wealth only to such extent as they have been able to demand it. That there may have been isolated instances where this was not true only goes to prove the general rule—the well-known fact.

It has been said by some who enjoyed turning a pretty phrase rather than adhering strictly to the truth, that, "In our grandsire's day the rich man helped the poor, the poor man loved the great."

You can't prove that by history. From of old, the wealthy and the powerful, in general, have gotten every ounce of work out of the laborer that they could. And at the lowest price. Every one knows this is true. The mournful annals of the human race are too pages of slavery and oppression in many and too dark.

For thousands of years the workers were driven forth to till, like cattle under a driver's whip, or forced to accept such miserable pittance as wealth saw fit to bestow upon them. The few enjoyed the ease, leisure, lavish luxury. They builded their mansions, preserved their game, and passed their useless lives surrounded by barbaric splendor. But for the working millions there was no rest, no education, no comfort, no hope. They stumbled blindly through a toilsome, weary life, which ended in an marked grave. And their children, and their children's children inherited the same sad fate.

All this we know is true, and it isn't the one-hundredth part of the long-sickening story. And the reasons that the conditions are better today is that the workers at least learned the power of organization—discovered after all the dark and helpless centuries that in the union lies strength. And, by the way, capital has also learned that truth, hence the gigantic aggregations of wealth that are proving themselves, well-nigh too big for the government to control.

Luckily, labor at last began to organize. Immediately conditions commenced to improve and conditions will continue to improve as the workers get together more closely. The individual alone is helpless, but collectively men can be the makers of their destinies. The salvation of the workers lies in unionism.

Through unionizing industry, the toiler can withstand that terrible economic press-

ure which is gradually crushing the best energies out of him.

And once the workers are fully unionized, they will be able to hold back the forces of greed and power until a wider knowledge of political economy permeates our people.

Once that wider intelligence gets rooted the "big push" against the trenches of monopoly will take place and men will come into their own at last.

When the general attack takes place the forts of special privileges will totter under the terrific bombardment of reason and logical argument and the roadway to liberty and justice be captured.—Amalgamated Journal.

EMPLOYER AND EMPLOYEE.

A rational man will admit that the general welfare of the people of the country is and should always be a matter of paramount concern to the country. The American republic was created and exists to secure that, as is declared in the opening sentence of the Constitution. Who, then, are "the people" whose general welfare is to be subserved, promoted and sacredly guarded? Not the learned and the wise, not the rich and the prosperous alone. These constitute but a small minority of the people. It is the masses, the "greater number," whose "greatest good," whose general welfare is of supreme concern. Who are these masses? No one can hesitate as to the answer to this question. The masses are made up of those who perform the labor of the country, who earn their daily bread by their daily toil. These are "the people" for all practical purposes. This government is their government. In the oft-quoted epigrammatic phrase of Abraham Lincoln, "Ours is a government of the people, by the people and for the people." Upon the toilers of the country in its hour of peril it must depend for its very origin; they have preserved it at the risk of their lives upon the battlefields. To this end vast armies of these "common people" have died and lie in unknown graves. So will it always be; when dangers threatens and hostile armies assail the land we love, its only safety, its sure defense, will come from the common people, the toiling masses.

Shall we, then, be told by men who, through the exercise of a phenomenal have amassed vast fortunes that the aspirations, the desires of these same common people for a shortening of the hours of physical labor, for more time to spend in the

society of wives and children, for more time for the cultivation of their minds by reading and study and for a modicum of ease, of pleasure and recreation, are wrong and hurtful, and should be discouraged and opposed in the interest of avarice and greed?

Are they to be denounced as an element of danger to the community because, forsooth, they, the vast majority, the wage-earners, long for, pray for and organize themselves into unions to the end that they, too, may enjoy a small portion of good things of life which have become so common, not merely to the rich, but as well to the moderately well-to-do citizen, as to be deemed a matter of course, like the sunshine and the air, and other of the blessings with which the Creator with lavish hand has surrounded us?

In union, in organization alone, is there power to accomplish much for the cause of labor; union here, organization here, is just as wise, just as much needed as union and combination of capital has been proved to be commendable and wise in the accomplishment of every great undertaking. Doubtless, much that has been wrong and worked injury to the cause of labor may be traced to ill-advised action by labor organizations. So much that has been wrong and that worked untold injury and ruin to invested capital can be traced to the ill-advised action selfish and blind pride and unreasoning haughtiness of those controlling organized capital in its great unions, sometimes called corporations.

Not all the right, not all the the wrong, is with either side; there are two sides and it is eternally right that each should have a full, fair and respectful hearing. No fair-minded, just man, be he employer or employee, but must concede that, whenever differences arose between organized capital on the one side and organized labor on the other, good sense and fair play demand that these differences be adjusted with due consideration to all concerned.

—The Bricklayer, Mason and Plasterer.

UNLIMITED BENEFITS POSSIBLE BY UNITING

"The underlying principles governing trade unions tend to kindle the fires of sympathy, of mutual helpfulness and co-operation," writes President Perkins of the Cigar Makers' International Union in the official journal of that organization.

"Organization develops the finer attributes inherent in the human frame and tends to mitigate the influence of the baser instinct.

"Organization is a potent factor in the distribution of wealth; it tends to reduce the exorbitant profits appropriated by capital and adds to the share rightfully claimed by labor.

"Organization tends to eliminate passion and prejudice; it strengthens the desire for fair play, equity, economic and social justice. It creates a healthier view of the relations between capital and labor.

"Organization fosters and encourages the interests and aspirations of a growing majority against the grasping selfishness of a dwindling minority.

"Organization offers a haven of refuge for the oppressed of all nations upon terms of equality, of equal rights and duties to men and women.

"Organization imparts strength, develops independence and manhood; it cements the bonds of common interest in a wider field of mutual endeavor and in the promotion of the common welfare.

"Organization stands as a barrier against the selfish interests and encroachments of entrenched wealth and its destructive tendencies to reduce the masses of people to a state of semi-pauperism during periods of industrial depression.

"Organization analyzes and rejects the sham reforms and false pretenses of so-called philanthropists; it exposes the facilities of the doctrines of political economists in their degradation of the masses.

"Organization imparts the banner of lofty ideals, of new hopes and aspirations, bearing a new message dedicated to the promotion of the general welfare of the toilers of the land."

THE DIFFERENCE

"Well, George," said the president of the company to old George, "how goes it?"

"Fair to middlin', sir," George answered.

"Me an' this here hoss," George said, suddenly, "has worked for your firm sixteen year."

"Well, well," said the president, thinking a little guilty of George's salary. "And I suppose you are both pretty highly valued, George, eh?"

"H'm, said George, "the both of us took sick last week, and they got a doctor for the hoss, but they just docked my pay."

—Home Companion.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:
246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati Ohio
JOHN F. REARDON, Gillon Block, Milford Mass.

IN MEMORIAM.

Local No.	Name	Address
20	Bernice Salley,	Middleboro, Mass.
31	C. W. Nash,	Whitman, Mass.
35	James F. Powers,	Brockton, Mass.
37	William L. Whiting,	Brockton, Mass.
38	Orlando S. Tabor,	Brockton, Mass.
38	John Kennedy,	Brockton, Mass.
48	Everett Damon,	Rockland, Mass.
68	William Smith,	Cincinnati, O.
74	Tony D'Onafrio,	Brockton, Mass.
88	Margaret Kearney,	London, Ont.
100	Toney Paurlinis,	Brockton, Mass.
143	Herbert J. Allen,	So. Braintree, Mass.
"0" 154	S. Sarmon,	Brockton, Mass.
"0" 154	Warren Farrington,	Brockton, Mass.
174	John R. Rowell,	Salem, Mass.
191	Everett V. Hall,	Haverhill, Mass.
222	Chas. Wittrock,	Cincinnati, O.
243,	Arthur W. Francis,	New Bedford, Mass.
"0" 357	Marcelliner Cormier,	Bridgewater, Mass.
465	Morris Ross,	Brooklyn, N. Y.
471	J. Weston Garland,	Haverhill, Mass.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.

5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.

6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession detaching one coupon each week while the illness lasts not to exceed thirteen weeks being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO MAR. 1, 1917.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

**FACTORY
No.**

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros. Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 49 Wisconsin Shoe Co., Cedarburg, Wis.
- *50 Emerson Shoe Co., Rockland, Mass.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- 19 Mechanics Shoe Co., St. Louis, Mo.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *33 Lange-Janke, Milwaukee, Wis.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.

- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Kelfer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Felder Shoe Mfg. Co., Seattle, Wash.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *197 Sears, Roebuck Shoe Factories, (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 Julian Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Opel Shoe Co., St. Louis, Mo.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.

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- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 135 James Shoe Co., Dover, N. H.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Felbrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- *244 Nesmith Shoe Co., Brockton, Mass.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 275 M. Germuth & Son, New York, N. Y.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.

- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Wacanda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.

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- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- *299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Fillsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.

- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381, Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta.
- *385 Charles A. Eaton Company, Brockton.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *51 Excelsior Shoe & Slipper Co., Cedarburg, Wis.
- 55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *103 V. A. Strout Shoe Co., Boston, Mass.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massillonville, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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- *114 Ames-Holden, Ltd., Montreal, Can.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *33 Lange & Jenke, Milwaukee, Wis.
- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	Page
GREEKS AND THEIR GIFTS	1
DRUGGING LABOR WITH A BONUS	3
BETWEEN YOU AND I	5

EDITORIALS

OUR THIRTEENTH CONVENTION	7
UNION LABOR AND THE WAR	7
WAGES OR BONUSES—WHICH?	10
MILITARY TRAINING	12
CIGARMAKERS AND PROHIBITION	13
BRIEFS	14

FRENCH DEPARTMENT	17
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

GREEKS AND THEIR GIFTS

DURING the temporary cessation of the activities of the uplifters and philanthropists who are waiting for the decision of the United States Supreme Court upon the constitutionality of minimum wage legislation, it will be profitable for the wage earners to consider carefully the nature of such legislation—to consider the source from which come these insistent demands for minimum wage legislation.

The heart and core of the movement is a group of professional social regulators who wish "to do things for (or to) the poor wage earners," and who, while arranging their halos, feel a fine glow of personal gratification in helping the unfortunate. In addition to this professional group there is a coterie of employers of unusual discernment and keen appreciation of the policies that will best promote "their" interests, which has given its endorsement to the regulation of wages in private employment by legislation. This in itself ought to be sufficient to arouse concern among wage earners, who are the persons most vitally interested in higher wages. Workers ought to receive higher wages—they must receive higher wages—but is there no other way than that arranged for manipulation by uplifters and those of like predilection?

There is another way by which betterment may come into the lives of those who do the world's work—through organization. By organization the changes that come into the working conditions of the workers correspond to the development within the lives of the workers. As the wage earner catches a vision of better things he reaches out to make them real. He himself grows in initiative, in assurance and in resourcefulness.

Organization develops character. It develops in the workers a knowledge and an appreciation of their power. It teaches them

their right and reveals their opportunities. It develops insistence and resistance.

The general establishment of regulation of wages and hours of work by governmental agencies will foster and induce dependence. It is conducive to inaction—to expecting some outside authority to take the initiative in correcting wrongs, preventing injustice and to assume responsibility for existing conditions. It deprives the wage earners of direct responsibility and power to regulate matters which vitally concern their lives and their welfare.

A peculiar danger threatens the wage earners of the United States in minimum wage legislation. Under our scheme of government the courts are ultimately the agents to which is entrusted the rights and the liberties of the people. This makes the courts the most powerful single governmental element.

The wage earners have had some bitter experiences with having the courts interpret industrial relations. Their assumption of the right to issue injunctions to regulate labor regulations in industrial disputes and their interpretation of the Sherman anti-trust act so as to outlaw labor organizations and make criminal their normal activities, are warnings against empowering courts with authority to control industrial relations through court reviews and court decisions upon rulings and awards of labor commissions.

After having for years been hampered and injured by injunctions that forbade men to strike, to picket, to pay strike benefits, to meet peacefully to discuss their wrongs and methods of securing relief; after having been denied by the courts constitutional and necessary rights; after the many judicial decisions and opinions that have either directly or indirectly declared that the labor

power of workers is necessary to the employers' right to do business, and since the right to do business has been interpreted as a property right, the labor power of employees has been made subject to all the regulations and interpretations intended for property.

After all these experiences are wage earners willing to delegate to governmental agencies control over wages and hours of work?

Under the American system, therefore, to delegate authority to governmental agencies is to agree to place ultimate control in the judiciary. Every such agency is infected with the American exaltation of the judiciary—every committee and every commission adopts the customs, the spirit and the methods of the judiciary. Wherever minimum wage legislation has been adopted court review has been provided in almost every case.

The wage earners of California have been somewhat dazzled by the virtues imputed to the legislative method of promoting their welfare. Though they firmly opposed minimum wage legislation, yet they inclined favorably to an eight-hour day in private employment. The recent attempt of California employers to secure control over apprenticeship regulation through the pernicious open shop bill is a forceful demonstration of how susceptible legislative regulation is to manipulation by employers.

During the last session of the Utah Legislature an attempt to lengthen the work day in the mines came within an eyelash of being successful. The measure did unanimously pass the State Senate, and was about to be railroaded through the House when a friend of labor objected, thereby affording opportunity for the workers to be heard in opposition to the infamous scheme, with the result that the measure was defeated.

The union printers of Sydney, Australia, are facing a serious situation. A decision has been rendered by the judge of an industrial arbitration court permitting apprentices to be indentured solely to operate linotype machines, thus destroying the apprenticeship regulations of the union, which provided opportunity for a thorough course of instruction and experience in every division of the composing room.

These experiences ought to convince the wage earners that they can trust their welfare only to economic action.

To be sure, organization, with its concomitant of benefits, does not yet embrace all of the workers, but the remedy for that is more organization. Let all skill, thought

and resources be devoted to the work of organization, and none be lost in vain search for magic quick methods, and the new life in the cause of labor will bring wonderful impetus and development to the organized labor movement.—Grant Hamilton.

BEHOLD THE LABORER.

"The people of the United States are paying the owners of railroad bonds and stocks nearly a billion dollars a year in interest and dividends," writes Editor Coffey, of the Nebraska Federationist.

"Sometimes it is a little more and sometimes it is a little less, but each year those who ride on the trains and those who use the flour, shoes and tin dippers that have been carried in freight cars, pay this huge sum to the owners of the American railroads.

"The courts hold that the owners of railroad stock, legitimate and water, must receive a 'reasonable' per cent on the money invested in addition to fat and juicy salaries voted to themselves by themselves.

"A man or set of men who engage in business must assume all the chances with no 'reasonable' per cent guaranteed to them by the courts. Business reverses, grasshoppers, lack of money with which to buy their wares—it makes no difference—if he fails or they fail to make both ends meet some other man or men will try their 'luck.'

"The farmer, he too, must go it alone without any guarantee of a fat salary and a dividend on his 'investment.' If crop failure, drouth, chinch bugs, boll weevil, rust, lack of demand for his crops, or a too low price placed upon his crops by the board of trade—well there is no court with a helping hand to say that he is entitled to a 'reasonable' per cent on his investment.

"But behold the laborer. He who must and does produce the larger per cent of all money which the courts so kindly say that owners of railroad stocks and bonds must receive, he who produces the larger amount of the money which passes over the counter of the business man and also that which reaches the pockets of the farmer—why, bless your soul, if he asks for a 'reasonable' percent on his investment, meaning labor force, he is an agitator, a crank, an interloper, an undesirable citizen, and instead of being entitled to a reasonable per cent on his investment is a fit subject for restraint and is enjoined from conversation with his fellowmen—speak to, look at or visit those whom he would like to consider and call brothers."—Exchange.

DRUGGING LABOR WITH A BONUS

THERE has been much said in the daily press of late relative to the humanitarianism displayed by great banking institutions and giant industrial combinations. Some writers of national repute who have learned to look at almost everything through the same glasses as the man who is powerful in the realms of capital, have declared that the world is growing better, and that the brute in man is slowly but surely being expelled by Christian civilization of the twentieth century. Some of these writers have elaborated at length upon the philanthropy of trusts and corporations, and with beautiful diction have paid tribute to the humane sentiment which prompted men of millions to throw a few crumbs annually to the struggling slaves, whose sweating and suffering in the industrial hells built palaces for the comparatively few on capitol hills.

A number of the large industrial combines of the United States with tens of thousands of employes, have paid a bonus to such men on the payrolls as were able to meet the requirements laid down by the industrial Caesar or Napoleon of finance, who yearned to reach the light of publicity by flinging a few picked bones, in the shape of bonuses, to the hovel-sheltered army of workers, who by being overworked and underpaid increase more rapidly the wealth of the exploiting glutton, than if such workers received for their labor an honest and living wage.

Take all the great combinations in this country which pay annually a small bonus to their employes, and upon investigation it will be found that the employes of such combinations are denied the right to belong to a labor organization, and to preach the gospel of unionism or brotherhood among the workers is to meet the penalty of immediate discharge.

The terms laid down by the combine, or corporation, that promises to pay a bonus providing the employes can meet the requirements of the terms dictated by the king of finance or the czar in industry, place the bonus beyond the reach of the majority of employes, for only the few of extraordinary physical energy or mental capacity, are equal to the standard required by the terms stipulated by the despot in industry or the shylock in finance.

The bonus is offered, not as a matter of generosity on the part of the employer, but as a stimulant to keep alive the "speed up"

system, that now prevails in many of the great industries of the United States.

The paying of a bonus to an employe, furnishes no evidence of benevolence on the part of the employer, but raises a strong suspicion that the employer uses the bonus system to conceal the fact from the public, that he is paying a wage that merely sustains a hand-to-mouth existence. The very fact that the bonus system only prevails in large industrial plants that have established the "closed shop," and the fact that the scale of wages is far lower in the "closed shop" than in the industrial plants where labor is organized, prove conclusively that the bonus system was spawned from the lust for profit, and that the few dollars paid to employes during the Christmas holidays or at the beginning of a new year, were but the incentives offered by greed to the worker, to hurry himself to the scrap heap in the production of dividends, that might to some extent satiate the inordinate appetite of his economic master.

If the employer paid an honest living wage there is no need for the distribution of a bonus among employes.

The steel trust is one of the most dehumanized combinations of capital in this country, and yet, the steel trust pays a bonus to those employes who possess such physical power that they can meet the requirements of the bonus system, but the many in the employ of this soulless octopus fall short of performing the arduous duties imposed by the hope of the miserable annual reward. Again, the bonus system has been established by corporations to delude the laboring man into the belief, that his master's heart is overflowing with "the milk of human kindness," and that while the slave worked for such a benevolent captain of industry it was not necessary for the disinherited member of society to seek association with the members of a labor organization.

The corporations and combines that have established the bonus system, own and control powerful organs in the field of journalism and engage the cleverest of writers to portray that growing fraternity that is gradually manifesting itself between the Croesus who dwells in the mansion, and the horny-fisted pauper who exists in the hut. The salaried scribe who paints verbal pictures of the benevolence of great, big-hearted employers, uses the slimy slander of the professional detractor to poison the

mind of the worker against the missionary who preaches the gospel of unionism, and reaches the climax of furious denunciation as he paints the expounder of economics as a breeder of discontent and a fomenter of class hatred.

Unfortunately, there are a vast number among the ranks of toil whose vision fails to penetrate the duplicity of the hired hypocrite, who makes a business of selling his brains to the highest bidder.

When the purchased chattel of capital strangles his honest convictions to become the defender of the rules and terms established by employers to enslave labor and to raise the barriers against the worker intrenching himself behind the breastworks of the labor movement, he dips his prostituted pen into the repulsive slime of calumny and covers the victim of his paid vengeance with vile epithets and invectives, in the hope that his Judas-work will please his paymaster and that the worker will continue to remain blind to the fact, that only through organization can he hope to break the fetters whose iron is covered by the velvet of corporation benevolence.

The bonus system will disappear just as rapidly as the intelligence of the working class understand the ulterior motives which prompted employers to drug labor with an opiate, known in industry as a bonus.—John M. O'Neill.

BRIGANDAGE.

The past months of uncertainty and alarm have called forth an avalanche of stories about brigandage in Mexico. Perhaps it might be fairer to say that the cleverly handled stories of brigandage in Mexico were the cause of a vast amount of uncertainty and alarm. Be that as it may, the readers of newspapers and magazines have been overwhelmed with a mass of convincing testimony to the utter lawlessness of Mexico—particularly that part lying near the Rio Grande.

The army of the United States is being used to suppress Mexican brigandage—stealing, robbing, burning, assaulting, and occasionally murdering: These things are very dreadful—in Mexico. How about them in the United States?

In the United States? Surely not! Brigandage in the United States?

Yes, there is more brigandage in the United States than the most optimistic of Mexican brigands ever dreamed of in the wildest flights of his imagination. All over

this country the professions of the thief, burglar, pimp and gun man are recognized and accepted as part of our civilization. Take a city like Chicago, with a population of about two million and a half—a center of commerce, industry, finance, education, religious activity—and examine the evidences of brigandage printed in the annual report of the police department for the year of 1915.

The Chicago police report that in 1915 their force numbered 4331 persons who were actively engaged for the most part in taking care of various offenses against the law and order of the community. Apparently the force had a busy year, for it arrested 7796 single men, 6275 married men, 507 single women and 708 married women, in all 15,286 persons for felonies. At the same time 106,428 persons were arrested for misdemeanors. This makes a total number of arrests for the year of 121,714, or one arrest for each 20 people living in Chicago in the year 1915.—Scott Nearing.

SEEDS.

This day is a day of sowing of seed for you. Every day is. So is every hour—every moment. Every successful man or woman is a harvest. By seeing the harvest you know the name of the seed that was sowed.

The harvest depends largely upon the quality of seed sown.

When you give the best that is in you to the work at hand you sow one kind of seed. When you slight or neglect your work you sow another grade of seed. And the truest fact in all this world is, that—

The harvest always reveals the kind of seed sown.

As you think so will you work. Every effort is a seed of some sort or other. If it is an honest, enthusiastic, full-hearted effort, its result at harvest time will be great. And an abundance of these kinds of seeds means an abundant harvest.

In the sowing of seeds it is most important to sow them in the most fertile ground.

You will gain the most out of life by expending your energies and talents where they will count for the largest results. Work where your interest is greatest, and where your heart throbs warmest. And as you sow your seeds of smiles and cheer and service keep constantly in mind that—

The more seed you sow, the greater will be your harvest.—George Matthew Adams.

BETWEEN YOU AND I

IT is well stated that every age produces its own great men, and that time is the greatest "teacher" of all; history is replete with instances when, at the psychological moment of a great crisis, a great character is brought into existence.

History records two striking episodes in American life when a strong individuality impressed itself upon the historical firmament of this nation; the month of February seems to have been the chosen vehicle for the advent of two great personalities, though at different periods. Both came at the most important and critical periods of the American nation, Washington and Lincoln. The one entered the arena fighting against English tyranny, the other came about three-quarters of a century later, finding the country torn asunder on the most burning question of the day, "chattel slavery."

It seems, though, the framers of the Declaration of Independence, while declaring "that all men are created equal," did not include the negro, which is partly responsible for the Civil War. Here, where history records one of the most instructive lessons, that, that no nation could become free unless that nation itself is imbued with the true spirit of freedom, the colonists were willing enough to fight against "English tyranny," but were not willing to concede to others the same freedom. Colonial history, after the colonial war, is only the dawn of a new slavery. With the development of industrial activities in the northern states, the "free labor system," or to use a modern expression "the wage system," developed along with it. With the expansion of the cotton industry, where the lowest paid labor was in demand, the chattel system flourished in the south; in other words, a struggle between the two systems, which was inevitable, came into existence, the so-called "slave labor" being in sharp competition with the much abused terms, the so-called "free labor."

This state of affairs confronted the "rail splitter" president, and as Lincoln truly said, "A house divided against itself can not stand"—and it did not stand.

Whatever historical critics may say, one thing is certain, that the so-called "free labor" was not better off than the so-called "chattel slave." In some instances the chattel slave, from an economic standpoint, had the advantage. If necessities of life are to be considered a standard of well-being and

economic security, then the chattel slave had the best of the bargain.

Because, of all ills affecting the workers of this nation, the dread of unemployment, with its train of misery and poverty, is the worst of all. The "free wage laborer" was free. But where were the terms, and what was the price of that liberty? Either accept the conditions imposed by the master, submit to the indignities, which no free man would submit to, or starve.

Another striking lesson, and which is the most important of all, is that "freedom," the desire for liberty, must be inherent and must be secured by the class in bondage through its own efforts. It does not come from the top. "He who wants to be free must strike the blow."

Aside from all philosophical arguments, the negro himself was not ready for emancipation. The very fact that the negro in the south fought side by side with his master against the armies of the north probably explains the fact that the proclamation emancipating the negro, though worded in beautiful language, did not inspire the negro to strike the blow and secure his own emancipation. Moreover, even today, the negro problem is still looming high on the horizon of American politics of the south, and to a very large extent in the north. Every act of segregation in the northern cities is ample proof that the negro is still the football of the dilettante reformer. Every lynching carnival of the south overshadows the greatest proclamation that the best minds could produce. Besides, it demonstrates the fact that the emancipation of any race or class is worthless when given as a gift from without. Freedom and emancipation must be accomplished from within.

How many of us are struck with this thought when we go out on a mission to convert the unorganized, the non-union men to unionism, to make them see the necessity of organization, the necessity of joining us and make common cause with us?

And after pleading and arguing we find out that all our pleading was in vain, that all our arguments somehow or other did not convince. In other words, our efforts were wasted; our arguments feel on flat ears; just as flat as the ears of the chattel slave when the "abolitionists" preached and sacrificed their all; aye, like John Brown, Lovejoy, sacrificed even their lives for the cause of emancipation of the chattel slave. Every milepost of liberty is

strewn with the corpses of pioneers of liberty; every inch of the ground upon which the battles of liberty have been fought are saturated with the life-blood of its martyrs. The labor unions are not exempt from that. Every prison cell from coast to coast could tell the story of the emancipation of labor; every industrial battle produced its heroes and martyrs.

What would the world be without men that are willing to stake their all just to gain a little more freedom for others, while those in whose behalf the greatest battles of history have been fought are indifferent to their own interests, or so criminally selfish they couldn't see the light of true emancipation.

Moses was leading the Israelites out of Egypt to the promised land, but the Israelites turned their faces towards Egypt, where they could get their "meat." They couldn't see beyond the meat-pots. The same with the "chattel slave." He fought against the nothern armies that were shedding their lifeblood to set him free, and the "non-unionist," through his ignorance and indifference, is fighting the unionist who is staking his all for the maintenance of a decent standard of life.

Who is to emancipate the "non-union" and indifferent wage slave?—International Bookbinder.

THE SWEAT SHOP.

The sweat shop saps the vitality of the humblest worker in the industries; it deprives him of fresh air and sunlight; it is a breeding place of contagious disease. The white plague known as tuberculosis, flourishes in these dens of iniquity.

The sweat shop robs childhood of sunshine and the playground; it retards the mental and physical development of the children. It is a national disgrace and a reproach on modern civilization.

The work in the sweat shop commences early in the morning and ends late in the evening; there is no closing hour. It is a perpetual grind engulfed in a helpless and hopeless industrial abyss.

The trade union movement has an imperative duty to perform. The wage slaves toiling in the sweat shops of the country have to be rescued from the inferno in which their spirits are crushed, their health sacrificed. The lowest paid and hardest pressed workers in the social scale are entitled to full consideration. It is of equal importance to the general welfare to save

the sweat shop from destruction and raise the wages of the best paid workers.

In the state of New York, where the sweating system in the tenement houses is growing constantly, the adverse decisions of the courts in past years have nullified legislation tending to eliminate this growing evil. Nothing short of a constitutional amendment by the Legislation and organization seems able to prevent the continuation and extension of these dens of infamy and degradation.—Cigarmakers' Journal.

REWARD OF PERSISTENCY.

Inch by inch the labor movement has advanced from the depths of disgraceful working conditions, until today, with head well above the level of the surface, it fearlessly demands justice for the toiler without heed to the prestige, power or influence of the oppressor.

The road over which the hosts of toil have marched through the tiresome years smoothly paved to encourage them, yet there has been only an occasional laggard faint-hearted enough to quit because of the tremendous distance separating them from the desired goal. Fortunately for the unnumbered millions who occupy humble stations in the army of toil, those who step to the fore from their ranks and beckon them onward in the struggle are usually as tireless as the tide and as courageous as the lion. Only such men can stand up under the pressure of such a ceaseless and furious contest. Only men with iron wills, steel nerves, and true-beating hearts are capable of bearing such burdens, but the toiler has found in his ranks an abundant supply of just such men, and as a direct consequence the progress of the labor movement has been so great as to astound and paralyze its opponents.—Exchange.

A Chink of the name of Ching Ling
Fell off of a trolley, bing, bing!
The con shook his head—
To the motorman said:
"The car's lost a washer—ding, ding!"
—New York Railways Employees' Magazine

MARRIED.

She—I can't see why, because a woman marries a man, she should take his name.
He—Just so. The poor fellow ought to be allowed to keep something he could call his own.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
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CHARLES L. BAINE,

246 Summer Street,
Boston, Mass.



OUR THIRTEENTH CONVENTION

THE thirteenth convention of the Boot & Shoe Workers' Union will meet in Philadelphia, Monday June 18th. The official call for the convention will be issued in circular form as usual.

We wish to impress upon the minds of all the members of the union the desirability that each and every local union shall be represented by its full quota of delegates so that the convention may be fairly represent the membership, and the conclusions and the decisions of the convention may truly reflect the sentiment of all of the local unions and members.

A member of this union is either satisfied that the union is a substantial institution of benefit to its members, an element of peace in the industry and an instrument in securing wage betterments and improved working conditions or he is dissatisfied and wants other radical changes in policy or management, or perhaps, in some extreme cases, wishes to destroy the union altogether.

Now if the member is satisfied that the union is a beneficiary institution and that it has a beneficial effect upon wages and conditions of labor; that it is a good insurance policy, the most dangerous thing in the world for such a member or for a local union where such a sentiment prevails is to assume that there is no need of sending delegates because they are satisfied and do not desire any changes.

If all the satisfied members stay at home, and all the dissatisfied ones come to the convention, the dissatisfied element would legislate and the satisfied membership might find the Union that they loved would be practically destroyed by radical and revolutionary changes in policy, in laws, and in management.

Those who believe that our union is highly creditable to its membership, to its policy, and to its management must recognize the fact that the elements of destruction never sleep. They are always on the job however reprehensible the job may be, and if the loyal membership are asleep, the danger of destruction becomes more imminent. If there is a large element of satisfied membership and local unions, that is all the more reason why that membership and that local union should be present in the convention with full strength to protect the satisfaction and the loyalty that they feel for the organization; that they know is vastly superior to any other organization of shoe workers that ever existed in North America.

It is time of national peril. We do not know what the next six month or twelve months may develop. We may be plunged into the vortex of the terrible war. There may be revolutionary industrial conditions confronting us. Our union, today, is strong as a result of certain policies that have been pursued, and it does not appear to be a time for radical changes which might have the effect of weakening our forces at a time when we need to be strongest. Our union at this time should be cool and careful rather than hot-headed and impetuous. The policies that have made us what we are would seem good enough to follow, and those who agree with this view should see to it that they are fully represented in our thirteenth convention next June.

UNION LABOR AND THE WAR

A CONFERENCE of the representatives of the national and international trade unions of America, called by the Executive Council of the American Federation of Labor, was held in the American Federation of Labor Building, March 12, 1917, in which conference the representatives of affiliated national and international trade unions and the railroad brotherhoods participated.

The Executive Council of the American Federation of Labor had the subject-matter for three days under advisement prior to the conference and submitted a declaration to the conference. The entire day was given over to a discussion of the recommendation and such suggestions as were submitted.

After a thorough discussion the following document was adopted by a unanimous vote:

We speak for millions of Americans. We are not a sect. We are not a party. We represent the organization held together by the pressure of our common needs. We represent the part of the nation closest to the fundamentals of life. Those we represent wield the nation's tools and grapple with the forces that are brought under control in our material civilization. The power and use of industrial is greater than the tools of war and will in time supercede agencies of destruction.

A world war is on. The time has not yet come when war has been abolished.

Whether we approve it or not, we must recognize that war is a situation with which we must reckon. The present European war, involving as it does the majority of civilized nations and affecting the industry and commerce of the whole world, threatens at any moment to draw all countries, including our own, into the conflict. Our immediate problem, then, is to bring to bear upon war conditions instructive forethought, vision, principles of human welfare and conservation that should direct our course in every eventuality of life. The way to avert war is to establish constructive agencies for justice in time of peace and thus control for peace situations and forces that might otherwise result in war.

The methods of modern warfare, its new tactics, its vast organization, both military and industrial, present problems vastly different from those of previous wars. But the nation's problems afford an opportunity for the establishment of new freedom and wider opportunities for all the people. Modern warfare includes contests between workshops, factories, the land, financial and transportation resources of the countries involved; and necessarily applies to the relations between employers and employees, and as our own country now faces an impending peril, it is fitting that the masses of the people of the United States should take counsel and determine what course they shall pursue should a crisis arise necessitating the protection of our Republic and defense of the ideals for which it stands.

In the struggle between the forces of democracy and special privilege, for just and historic reasons the masses of the people necessarily represent the ideals and the institutions of democracy. There is an organized society one potential organization whose purpose is to further these ideals and institutions—the organized labor movement.

In no previous war has the organized

of its rights, of its power and resources, of its value and contributions to society, and must make definite constructive proposals.

It is timely that we frankly present experiences and conditions which in former times have prevented nations from benefiting by the voluntary, whole-hearted cooperation of wage-earners in war time, and then make suggestions how these hindrances to our national strength and vigor can be removed.

War has never put a stop to the necessity for struggle to establish and maintain industrial rights. Wage-earners in war times must, as has been said, keep one eye on the exploiters at home and the other upon the enemy threatening the national government. Such exploitation made it impossible for a warring nation to mobilize effectively its full strength for outward defense.

We maintain that it is the fundamental step in preparedness for the nation to set its own house in order and to establish at home justice in relations between men. Previous wars, for whatever purpose waged, developed new opportunities for exploiting wage-earners. Not only was there failure to recognize the necessity for protecting rights of workers that they might give that whole-hearted service to the country that can come only when every citizen enjoys rights, freedom and opportunity, but under guise of national necessity, Labor was stripped of its means of defense against enemies at home and was robbed of the advantages, the protections, the guarantees of justice that had been achieved after ages of struggle. For these reasons workers have felt that no matter what the result of war, as wage-earners they generally lost.

In previous times Labor had no representatives in the councils authorized to deal with the conduct of war. The rights, interests and welfare of workers were autocratically sacrificed for the slogan of "national safety."

The European war has demonstrated the dependence of the governments upon the cooperation of the masses of the people. Since the masses perform indispensable service, it follows that they should have a voice in determining the conditions upon which they give service.

The workers of America make known their chief demands and their purposes through a voluntary agency which they have established—the organized labor movement. This agency is not only the representative of those who directly constitute it, but it is the representative of all those persons who have common problems and purposes labor movement taken a directing part.

Labor has now reached an understanding

but who have not yet organized for their achievement.

Whether in peace or in war the organized labor movement seeks to make all else subordinate to human welfare and human opportunity. The labor movement stands as the defender of this principle and undertakes to protect the wealth-producers against the exorbitant greed of special interests, against profiteering, against exploitation, against the detestable methods of irresponsible greed, against the inhumanity and crime of heartless corporations and employers.

Labor demands the right in war times to be the recognized defender of wage-earners against the same forces which in former wars have made national necessity an excuse for more ruthless methods.

As the representatives of the wage-earners we assert that conditions of work and pay in government employment and in all occupations should conform to principles of human welfare and justice.

A nation can not make an effective defense against an outside danger if groups of citizens are asked to take part in a war though smarting with a sense of keen injustice inflicted by the government they are expected to and will defend.

The cornerstone of national defense is justice in fundamental relations of life—economic justice.

The one agency which accomplishes this for the workers is the organized labor movement. The greatest step that can be made for national defense is not to bind and throttle the organized labor movement but to afford its greatest scope and opportunity for voluntary effective cooperation in spirit and in action.

During the long period in which it has been establishing itself, the labor movement has become a dynamic force in organizing the human side of industry and commerce. It is a great social factor, which must be recognized in all plans which affect wage-earners.

Whether planning for peace or war the government must recognize the organized which it must cooperate with wage-earners.

Industrial justice is the right of those living within our country. With this right there is associated obligation. In war time there is associated obligation. In war the time obligation takes the form of service in defense of the Republic against enemies.

We recognize that this service may be either military or industrial, both equally essential for national defense. We hold this to be incontrovertible that the government

which demands that men and women give their labor power, their bodies or their lives to its service should also demand the service, in the interest of these human beings, of all wealth and the products of human toil—property.

We hold that if workers may be asked in time of national peril or emergency to give more exhausting service than the principles of human welfare warrant, that service should be asked only when accompanied by increased guarantees and safeguards, and when the profits which the employer shall secure from the industry in which they are engaged have been limited to fixed percentages.

We declare that such determination of profits should be based on costs of processes actually needed for product.

Workers have no delusions regarding the policy which property owners and exploiting employers pursue in peace or in war and they also recognize, that wrapped up with the safety of this Republic are ideals of democracy, a heritage which the masses of the people received from our forefathers, who fought that liberty might live in this country—a heritage that is to be maintained and handed down to each generation with undiminished power and usefulness.

The labor movement recognizes the value of freedom and it knows that freedom and rights can be maintained only by those willing to assert their claims and to defend their rights. The American labor movement has always opposed unnecessary conflicts and all wars for aggrandizement, exploitation and enslavement, and yet it has done its part in the world's revolutions, in the struggle to establish greater freedom, democratic institutions and ideals of human justice.

Our labor movement distrusts and protests against militarism, because it knows that militarism represents privilege and is the tool of special interests, exploiters and despots. But while it opposes militarism, it holds that it is the duty of a nation to defend itself against injustice and invasion.

The menace of militarism arises through isolating the defensive functions of the state from civic activities and from creating military agencies out of touch with masses of the people. Isolation is subversive to democracy—it harbors and nurtures the germs of arbitrary power.

The labor movement demands that a clear differentiation be made against military service for the nation and police duty, and that military service should be carefully distinguished from service in industrial disputes.

We hold that industrial service shall be deemed equally meritorious as military service. Organization for industrial and commercial service is upon a different basis from military service—the civic ideals still dominate. This should be recognized in mobilizing for this purpose. The same voluntary institutions that organized industrial, commercial and transportation workers in times of peace will best take care of the same problems in time of war.

It is fundamental, therefore, that the government co-operate with the American organized labor movement for this purpose. Service in government factories and private establishments, in transportation agencies, all should conform to trade union standards.

The guarantees of human conservation should be recognized in war as well as in peace. Wherever changes in the organization of industry are necessary upon a war basis, they should be made in accord with plans agreed upon by representatives of the government and those engaged and employed in the industry. We recognize that in war, in certain employments requiring high skill, it is necessary to retain in industrial service the workers specially fitted therefor. In any eventuality when women may be employed, we insist that equal pay for equal work shall prevail without regard to sex.

Finally, in order to safeguard all the interests of the wage earners organized labor should have representation on all agencies determining and administering policies for national defense. It is particularly important that organized labor should have representatives on all boards authorized to control publicity during war times. The workers have suffered much injustice in war times by limitations upon their right to speak freely and to secure publicity for their just grievances.

Organized labor has earned the right to make these demands. It is the agency that, in all countries, stands for human rights and is the defender of the welfare and interests of the masses of the people. It is an agency that has international recognition which is not seeking to rob, exploit or corrupt foreign governments but instead seeks to maintain human rights and interests the world over, nor does it have to dispel suspicion nor prove its motives either at home or abroad.

The present war discloses the struggle between the institutions of democracy and those of autocracy. As a nation we should profit from the experiences of other nations. Democracy can not be established by

patches upon an autocratic system. The foundations of civilized intercourse between individuals must be organized upon principles of democracy and scientific principles of human welfare. Then a national structure can be perfected in harmony with humanitarian idealism—a structure that will stand the tests of the necessities of peace or war.

We, the officers of the National and International Trade Unions of America in national conference assembled in the capital of nation, hereby pledge ourselves in peace or in war, in stress or in storm, to stand unreservedly by the standards of liberty and the safety and preservation of the institutions and ideals of our Republic.

In this solemn hour of our nation's life, it is our earnest hope that our Republic may be safeguarded in its unswerving desire for peace; that our people may be spared the horrors and the burdens of war; that they may have the opportunity to cultivate and develop the arts of peace, human brotherhood and a higher civilization.

But, despite all our endeavors and hopes, should our country be drawn into the maelstrom of the European conflict, we, with these ideals of liberty and justice herein declared, as the indispensable basis for national policies, offer our services to our country in every field of activity to defend, safeguard and preserve the Republic of the United States of America against its enemies whomsoever they may be, and we call upon our fellow workers and fellow citizens in the holy name of Labor, Justice, Freedom and Humanity to devotedly and patriotically give like service.

WAGES OR BONUSES—WHICH?

THERE is a tendency among employers of labor to attempt to forestall needed advances in wages by instituting some bonus plan which is designed partly for temporary use to be withdrawn when the exceptional conditions of the present have passed away, or for a permanent use in tying the employees to their employment in such a way as to exclude the probability of their becoming unionized or seeking a steady increase in wages.

President John P. White of the United Mine Workers discussed this subject quite comprehensively in a recent article. The article was called forth by the fact that some mine operators showed a tendency to adopt the bonus plan, and President White was warning the mine workers against its

acceptance. We quote from Mr. White's article as follows:

"The bonus system may deceive unorganized working men. Whether it does or not, they have nothing to say about it and must take what is given them. But no miner belonging to the United Mine Workers should have any doubts on the subject. The union man will know that he is not getting something for nothing when a bonus is handed him with his pay check. His employer may be the best and most generous of men. He may believe sincerely enough that he is being more than fair. But whether he knows it or not, the bonus-payer is injuring the best interests of the miners and weakening their earning power just in proportion as the miners accept bonuses as a substitute for fair wages.

"The United Mine Workers through its Executive Board has sent out a warning against any form of bonus payments or profit sharing schemes. This action was taken for the best of reasons. It has behind it all the wisdom of the labor movement, acquired by long years of experience with every variety of "profit-sharing" scheme and bonus system.

"What are the facts about bonus-paying as stated by employers themselves? Less than a year ago the welfare committee of the National Civic Federation completed an investigation of profit sharing by American employers and published its report. The chairman of the committee was Louis A. Coolidge, treasurer of the United Shoe Machinery Company, and one of the largest employers of labor in New England.

"Mr. Coolidge found, and so reported, that profit sharing schemes are seldom found in establishments where the men belong to unions and work under union wages and conditions, and that two-thirds of such schemes have proved unsuccessful.

"He admitted that the facts justified the claim of union men that payments other than straight wages are confined almost entirely to unorganized industries where the wages plus the bonuses or other excess payments do not equal the wages alone in union plants.

"The whole question for the coal miner to decide is whether he wishes to receive all that is coming to him every pay day in the form of wages, to which he is legally entitled, or whether he is willing to accept part of it in the form of a thinly-disguised charity-offering that can be withdrawn whenever the employer feels like it.

"There is a very interesting story behind the present movement to substitute the

bonus system for the fair-wage system. When the war boom began, more than a year ago, and the demand for the men became greater than the supply, every large employer in the country realized that wages would have to be increased. Many employers paid the increase as a matter of course. Others with an eye to the future decided to grant the increases in such a manner as would permit them to be withdrawn as soon as the end of the war or some other development offered an excuse. In spite of the permanent increase in the cost of living, they wished to prevent any permanent increase in the standard of wages. They knew that any flat wage increase would have to stand. The day has long passed when wages, as such, can be reduced. But bonuses are a different matter.

"So a group of men in New York and New England got together and launched a quiet, but active and effective movement among employers. They called a conference and marked the invitations "confidential." They even gave anonymous interviews to the New York Times and other newspapers in which they pointed out that wages once raised could not be reduced at the will of the employers, and that increases granted at this time must not be given in such a way as to let the men feel that they were to be permanent or that they were given in a form that would make them a legal right.

"Therefore, urged these employers, any increase given to the men should be paid in the form of bonuses, with the understanding that the extra payments represented only the generosity of the employer and his eagerness to share a temporary prosperity. With this made clear to the employee, they explained, it would be easy to reduce or cut off the bonuses at any time, because the employee would be made to look upon the extra money as a free will offering, over and above fair wages.

"It was an excellent scheme for defeating a permanently higher standard of wages and converting the upward movement into a temporary handing out of philanthropy—a philanthropy which could not be claimed as a right and which could be discontinued without provoking protests or strikes. And the scheme has been successfully carried out by many an anti-union employer—employer—employers who dealt with helpless, unorganized men—men who had to take what was given them and let the future take care of itself.

"And today some members of the United Mine Workers are being asked to take part

of their wages in the form of bonuses, certain employes hoping thereby to ward off any demand for higher wages. But this demand can neither be warded off nor denied, if the miners exercise their good judgment as intelligent union men and refuse any and all specious substitutes for the permanent, substantial increases to which they are entitled.

"Every word uttered by experienced union men against profit sharing applies also to the bonus system. In purpose, spirit and effect they are one and the same, as applied by the open shop employers of America. J. C. Skemp, secretary-treasurer of the Brotherhood of Painters, Decorators and Paperhangers of America, told the truth when he said:

"The dividend to the workman is merely a gift to be made or withheld at the will or the whim of the employer—disguised charity. As usually employed, it is a method for bribing the workman to remain outside of the union of his craft, to discourage demands for better wages, to stimulate output and increase profits for the employer, the workman to receive a small share of his increased earnings."

"And Andrew Furuseth, president of the Seamen, says:

"Profit-sharing is a truce that the employers seldom enter into except with the purpose of holding wages down. You cannot get any arrangement with the employers unless you are strong enough to compel them to pay."

"This is what John Fitzpatrick, president of the Chicago Federation of Labor, thinks of profit-sharing and bonus-paying schemes:

"For my part, I think these schemes are all totally bad and are no more nor less than a fraud, a deception and a snare. The slogan of the American labor movement, 'A fair day's pay for a fair day's work,' is the manly, human, honest, fair way of meeting the question of work and wages. A fair day's pay would involve decent standards of living, a comfortable home, sufficient for proper recreation and enjoyment and the things that make this life worth living. It would mean proper safe-guards to conserve the ability of the bread winner and enable him to continue for the longest period of time to provide for and protect himself, his home and his loved ones!"

"James P. Holland, president of the New York State Federation of Labor, says: "'A cash distribution makes some men work hard, to the detriment of other men. The bonus system makes men dissatisfied, and they are unable to air their grievances for

the reason that they would lose their bonuses."

"The great Railroad Brotherhoods have learned the same lesson. Says Warren S. Stone, Grand Chief of the Brotherhood of Locomotive Engineers:

"I am opposed to profit-sharing, of any kind, under any name. I believe in paying the worker fair wages and allowing him to look after his own interests. All forms of profit-sharing, be they a cash distribution or a bonus, or the selling of stock at low rates, are subject to the same abuses.

"They have a tendency to speed up the worker, and, in addition to that, they make him resigned to work under conditions which otherwise he would not tolerate for a single day, were it not for the hope of the bonus in the near future which is always being kept before him."

MILITARY TRAINING.

HOWEVER much the average citizen may be opposed to war as an abstract proposition, the people of America are today confronted with a condition that forces a modification of such views. Today the United States is on the verge of being forced to enter into the great European war in order to maintain the rights and liberties of its citizens.

This is a condition that we do not welcome, and which we have sought by every honorable means to avoid. We do not want to go to war with anyone, but when the time comes when a nation makes war upon us, there comes a time when we must either fight or surrender.

There is no question of surrender. The American people, including the American wage earners, prefer our country and its institutions to any other, otherwise they would not be here, and we do not propose to surrender our government, our rights, our liberties which even our wage earners prize above those of any other country on earth.

And so, in the supreme moment, we shall be found offering our lives in the defense of our country. And we shall also find how utterly unprepared we are. We may feel patriotic and willing for the sacrifice, but we do not know the simplest manual of arms. We do not know how to perform the duties of a soldier, and the mere supplying of us with arms and munitions is a matter of many months under the most skillful management.

This condition shows the absolute necessity of some form of military training, by

which the citizens are able on short notice to perform a soldier's duty in defense of the country, its institutions, our homes, our privileges, our opportunities.

We quote the following upon the subject taken from a lengthy resolution adopted by the last convention of the American Federation of Labor held at Baltimore last November:

"The American trade union movement is convinced by the experience of mankind that 'militarism,' even in its less horrid manifestation, brutalizes those influenced by the spirit of the institution. Under the baleful thrall of the savage instincts which it arouses, the finer elements of humanity are strangled. Under 'militarism' a pseudo-patriotism is established in the minds of the people wherein men believe that there is nobility and heroism in dying for the glory of a dynasty, or the maintenance of institutions which are inimical to human progress and democratic institutions. 'Militarism' is the appeal of arbitrary and irresponsible force as opposed to reason and justice.

"Resistance to injustice and tyranny is that virile quality which has given purpose and effect to ennobling causes in all countries and at all times. The institutions of our country and the freedom won by its founders would have been impossible had they been unwilling to die in defense of their liberties. Only a people willing to maintain their rights and defend their liberties are guaranteed free institutions. Conditions foreign to the institutions of our country have prevented the entire abolition of organized bodies of men trained to carry arms. A citizen soldiery supplies what would otherwise take its place, a large standing army—to which we are unalterably opposed as tending to establish 'militarism' in all of its phases. Large standing armies threaten the existence of civil liberty. The history of every nation demonstrates that as standing armies are enlarged the rule of democracy is lessened or extinguished. Our experience has been that even this citizen soldiery, the militia of our several states, has given cause for gravest apprehension. At times their ranks have been recruited from professional thugs, criminals and employees of corporations involved in conflict with workmen who are endeavoring to protect their rights and interests and elevate their standards of living.

"During industrial disputes the militia has been called upon to support the authority of those who have desired to enforce martial law, while the courts were open and civil

authorities competent to maintain the supremacy of civil law.

"We declare that the militia of our several states should be organized and controlled by the democratic institutions of our country, so that this voluntary force of citizen soldiery may never be diverted from its true purpose to be used to jeopardize or infringe upon the liberties of our people."

A more recent expression of the American Federation of Labor upon this subject is printed in this issue under the heading, "Union Labor and the War."

There is one thing we should like to add upon this subject, and that is that if the citizens are to be trained to bear arms at any critical time of national need, they should be compensated while training. Some of the well-to-do classes can perhaps afford to give their time, but wage earners with dependent families must be fairly compensated for the time given to military training.

CIGAR MAKERS AND PROHIBITION.

AT the request of Mr. Joseph Proebstle of the Brewery Workers' Union, we publish herewith a letter of Samuel Gompers as first vice-president of the Cigar Makers' International Union with reference to the question of prohibition in the city of Washington. The letter follows:

Washington, D. C., Feb. 24, 1917.

Hon Ben Johnson, Chairman,
District of Columbia Committee,
House of Representatives,
Washington, D. C.,

Dear Sir:—About two weeks ago I addressed a telegram to you, calling attention to the fact that the members of the Cigar Makers' International Union of America were vitally interested in the measure before your committee, dealing with the prohibition question in the District of Columbia, the injurious influence of such a measure upon the more than one hundred thousand workers in the cigar industry. I asked that either myself or Mr. Joseph Dehan might have the opportunity of appearing before your committee and laying before them the facts and figures which would demonstrate the unwisdom and injustice which such a measure would inflict were it enacted into law. Mr. Dehan has been in constant attendance at meetings of the committee and has had no opportunity of presenting the facts which have been placed in his possession. For nearly two weeks I have been serving, nearly every day and many evenings, as a

member of the Advisory Commission with the Council of National Defense, dealing there with momentous subjects of first importance in the present situation in which our country is placed, and I have therefore been unable to attend any meeting of your committee.

Of course it would be useless to undertake to present an argument in this letter against the proposal for prohibition, either in the District of Columbia or elsewhere. Suffice it to herein state that my travels, observation and experience show beyond a measure of doubt that prohibition by law is an iniquitous proposition that carries within its wake not only denial of freedom, fails to accomplish the purpose of curing the drink evil—an evil admitted by all—and that it (prohibition by law) is violative of the fundamental principles of human freedom, that there is no agency so potent to make men temperate in all their habits as the much misunderstood and misrepresented organized labor movement—a movement which brings improvement in the mental and physical status of our people and reduces to a minimum the desire, the taste or the habit of intemperance.

Then again, the method by which the measure now before Congress is sought to be forced through without due consideration of all elements and all the people involved, and without even giving the people of the District of Columbia an opportunity to express themselves thereon.

It ought not to require an argument to any American congressman to convince him against a procedure unheard of in the legislative annals of our country, and particularly when a proposal is of a character so violative of rights and interests and involving so large a number of people.

Today our country and our people are confronted by a crisis in their lives; no one can now foretell its widespread influences and consequences. In such a situation, is it wise, is it just, is it patriotic to divide our people in the face of such a crisis?

I have only referred indirectly to the great economic injury to the more than one hundred thousand members in the cigar industry, and to their families, involved in the proposal before your committee. How far-reaching the evil influence of such a piece of legislation would result upon the lives of several millions of workers, directly and indirectly employed in the industry sought to be crushed, surely deserves some consideration; surely more consideration than can be given to it in the limit of three hours' debate under which this great question is to

be disposed of should the pending recommendation of the Committee on Rules prevail.

In the name of the Cigar Makers' International Union of America, its men, their women and children, I am authorized and do protest against the disposal of this important question in this summary and unjust manner.

Very respectfully yours,

First Vice-President of the Cigar Makers' International Union of America.

In comment upon the foregoing, we wish to say that whatever one's opinion may be on temperance, prohibition does not necessarily establish temperance. Cigar makers, brewery workers of all kinds, bartenders and waiters feel that their means of livelihood are threatened by prohibition laws. Advocates of prohibition claim that the country will be benefited if all these workers are thrown out of employment.

A newspaper report says that in one small town in one of the recently made dry states 700 quarts of a so-called patent medicine containing 25 per cent alcohol was sold in a single day, and that there were more drunks than previously known. This is the illegitimate traffic manifested under prohibition, and it seems that the cigar makers, team drivers, brewery workers, bartenders, waiters, and other branches of labor should be entitled to some consideration, and at least a chance for their lives.

BRIEFS.

We have tried to avoid discussion of the war in our columns, but present international complications have forced organized labor, however much they dread and abhor war, to declare their fealty to the government under which they live and to which they are absolutely loyal.

We recognize that among our membership there are many nationalities, and that they hold diverse opinions upon the military dispute in Europe which threatens to engulf us, but when the United States as a nation becomes embroiled, we have no doubt that the sentiment of wage earners of all nationalities is for America first.

The subject of military training comes to the front with tremendous force. We know that hundreds of thousands—perhaps millions—of us must come to the country's de-

fense, and we know nothing of military science. There is a vast difference between military science and militarism. Militarism exalts war and conquests, brutalizes men, makes butchers of them, while military science can be utilized to so perfect the citizen soldiery in the use of arms for national defense as to make our rights and liberties secure from the attack of any nation on earth.

The wage earners of America do not want to be burdened with huge standing armies, as were the wage earners of Europe. But it seems as though we must have something approaching the Swiss system, where there is practically no standing army, but every man is trained and can be mobilized at short notice.

The old saying that "every dark cloud has a silver lining" seems to be in part substantiated by some features of the great European war. The necessity of calling so many men to arms in France and England has promoted democracy in the military forces. Military needs have dictated the rise of men of capacity for leadership regardless of what their previous position in life may have been. In the French army those who are rich and those who are poor have fought side by side for France. Distinctions of wealth and position have been wiped out. The same is true in the German army and in the English army.

Another tremendous effect of the war has been the liberating of Russia by about the quickest, most bloodless, and largest revolution in all history, by which the Russian autocracy becomes practically a democracy in a week. Had Austria, Germany and Russia been democracies or republics, it is inconceivable that this war could have occurred.

When our last convention met, the war was less than one year old. Now it is nearly three years old, and the end is not in sight. Then, there appeared no immediate prospect of our being involved. Now, many believe a declaration of war is to be made involving the United States. The present acute and threatening condition is a danger signal to our thirteenth convention to go slow with any radical or revolutionary proposals.

It may be that in the need for military training on a broad plane, the infamous uses previously made of the small bodies of

state troops may disappear. In the need of more general military service, the recruiting of militia from thugs, corporation detectives, etc., may cease. If we, as a people are to furnish men for military training, we have a right to insist that the military arm shall not be used on the employer's side in industrial disputes.

We hope our readers will note the editorial in this issue on "Wages and Bonuses." We would like to call especial attention to the quotation of the opinion of Treasurer Coolidge of the United Shoe Machinery Company. He says that profit-sharing schemes are seldom found where men work under union wages and conditions, and that two-thirds of all such schemes have proved unsuccessful. Here is the treasurer of a large corporation whose opinion really endorses the idea that the money in the pay envelope should be wages and nothing else, and that any bonus or profit-sharing plan really is, in ninety-nine cases out of a hundred, a portion of rightful wages given or withheld at the whim of the employer and for the purposes of the employer.

In reading the letter of Samuel Gompers' regarding prohibition in the city of Washington, our readers will please note that he does not argue in favor of the drink habit, but he does say that prohibition "fails to accomplish the purpose of curing the drink evil—an evil admitted by all—and that it (prohibition by law) is violative of the fundamental principles of human freedom, that there is no agency so potent to make men temperate in all their habits as the organized labor movement—a movement which brings improvement in the mental and physical status of our people and reduces to a minimum the desire, the taste, or the habit of intemperance."

Please note the closing paragraph of the position of American Labor upon the war as formulated by the conference of trade union leaders in Washington which reads as follows: "But, despite all our endeavors and hopes, should our country be drawn into the maelstrom of the European conflict, we, with these ideals of liberty and justice herein declared, as the indispensable basis for national policies, offer our services to our country in every field of activity, to defend, safeguard and preserve the Republic of the United States of America against its enemies whomsoever they may be, and we call upon our fellow workers and fellow citizens in the holy name of Labor, Justice,

Freedom and Humanity to devotedly and patriotically give like service."

Wage earners should bear in mind that unions are necessary even in war times. Some employing interests are always ready to fatten from the needs of the country as well as from labor, and the unions of labor must be on the alert to protect the interests of labor while war rages and after peace has been declared. We cannot afford to allow our union activities to be suspended in the slightest degree. On the contrary, we should the more readily give our support to our craft unions and do everything in our power toward the consolidation and the effectiveness of organized labor.

And let us not forget our purchasing power which is doubly important at a time when wage earners need every particle of strength they possess to be used in their own interest. Let us support the union labels of all trades every day in the year, thus giving employment to union workers in other trades so that they can in return employ union shoemakers making shoes bearing our union stamp. The old saying that "it is more blessed to give than to receive" might in a union label sense be revised to read, "unless you give, you cannot receive."

AND THIS IS THE TRUTH.

We often hear the statement that some organizations are the aristocrats of the labor movement, the intent of the statement being to convey the thought that some groups of workmen have the same attitude towards less fortunate groups that the aristocrats are supposed to hold for the mass of the people. If the statement was made that some groups of workmen enjoy much better conditions than others, that they are able to accomplish more for themselves than some of the other groups, a fairer statement would be made.

While it is true that the more highly skilled workmen receive higher wages than workmen with little skill, yet the fact remains that a number of very highly skilled workmen receive comparatively low wages. If those who enjoy calling names with the object of creating an unfavorable impression towards some union or group of unions would take a little time to study the trade union movement they would discover that every one of these unions, which they call

aristocrats, began their present organization confronted by the same conditions and the problems which faced all others, that in the beginning their wages were governed by the same influences and their hours of labor were as long as those of all other workers, that the employers were just as much opposed to their organizing as they were in the other trades and industries, but that the successful organizations from their beginning continually endeavored to educate their members to agitate for improved conditions and to establish the ways and means by which discipline could be established and through which a sound financial system could be placed in operation.

Unorganized or poorly organized workmen may sometimes sneer at the more successful workers, and call them aristocrats, but the so-called aristocrats secured their higher wage rate, shorter hours of labor, and recognition from the employers, because they were willing to be governed by sound businesslike methods in the transaction of their organization's affairs.

No one group in the trade union movement has any claim for aristocracy of mind, but some of the groups have used the minds which nature endowed them with more effectively than others. Instead of sitting down, finding fault with the bosses, and criticizing other workers who were more successful than they were, they have spent their time in working out methods which would enable them to more fully protect their interests and they have been willing to go down into their pockets regularly every week and pay a sufficient amount of dues to give them financially effective organizations.

As a matter of fact, it is ridiculous to talk about aristocrats in the trade union movement, for there is no such thing. Some organizations composed exclusively of laborers today receive higher minimum wage rates than workmen who have spent years to learn their trade.

The differences which exist between some organizations in the labor movement do not arise from any spirit of aristocracy, but because some groups of workers are more willing to pay their way than others.

It will be found almost invariably that those workmen who like to talk about the aristocrats in the trade-union movement are those who are unwilling to pay high dues or to finance their organizations so that they may become effective.—International Molders' Journal.

: FRENCH DEPARTMENT :

NOTRE TREIZIÈME CONVENTION.

La treizième convention de l'Union des "Boot and Shoe Workers" s'ouvrira à Philadelphie, lundi le 18 juin. L'appel officiel sera publié sous forme de circulaire comme d'habitude.

Nous désirons que tous les membres de chaque union comprennent bien l'importance d'une représentation complète dans cette convention afin que les conclusions et décisions reflètent réellement le sentiment de toutes les unions locales et des membres.

Un membre de cette Union est, ou satisfait que l'organisation est une institution substantielle de bénéfices pour ses membres, un élément de paix dans l'industrie et un instrument par lequel il peut obtenir l'amélioration de ses gages et de conditions laborieuses, ou il est mécontent et désire un changement radical dans la conduite ou gérance de l'association, ou, peut-être, dans quelque cas extrêmes, désire-t-il la destruction entière de l'Union.

— Si le membre est maintenant satisfait que l'union est une institution bénéficiaire et qu'elle a un effet bienfaisant sur les gages et les conditions laborieuses; que c'est une bonne police d'assurance, la chose la plus dangereuse du monde pour un tel membre ou pour une union locale où existe un tel sentiment est de supposer qu'il est inutile d'envoyer des délégués parce qu'il y a satisfaction générale et qu'on ne désire aucun changement.

Si tous les membres qui sont satisfaits restent chez eux, et que tous les mécontents viennent à la convention, ceux-ci pourraient légiférer à leur guise et les membres qui sont satisfaits pourraient bien trouver que l'Union qu'ils aimaient serait pratiquement détruite par des changements radicaux et révolutionnaires dans la ligne de conduite, les lois, et dans la direction.

Ceux qui croient que cette Union fait honneur à ses membres, à sa ligne de conduite, ainsi qu'à sa direction doivent reconnaître le fait que les éléments de destruction ne sommeillent jamais. Ils sont toujours au travail, quelque répréhensible qu'il puisse être, et si le membre loyal se repose, le danger de destruction devient plus imminent. Si nous avons un nombreux élément de membres et d'unions locales qui sont satisfaits, il s'en suit encore plus que cet élément

devrait se rendre en force à cette convention pour protéger les intérêts de la meilleure organisation d'ouvriers en chaussures qui ait jamais existé dans l'Amérique du Nord.

Nous traversons une période de péril national. Nous ne connaissons pas ce que les prochains six ou douze mois nous réservent. Nous serons peut-être plongés dans le tourbillon d'une guerre terrible. Des conditions industrielles révolutionnaires nous confronteront peut-être. Aujourd'hui, notre Union est puissante, résultat d'une certaine conduite que nous avons suivie, et il semblerait que le temps serait choisi pour faire des changements radicaux dont l'effet nous affaiblirait au moment où nous avons besoin d'être plus forts. Notre Union, à l'heure actuelle, doit agir avec sagesse et ne pas manquer de discernement. Ce que nous avons accompli nous indique que nous sommes on bon chemin, et ceux qui partagent cette opinion doivent prendre des mesures pour avoir une représentation complète à la treizième convention en juin prochain.

GAGES OU BONI—QUE DÉSIREZ-VOUS?

Parmi les patrons on semble disposés à empêcher les augmentations de gages dont les travailleurs ont besoin en établissant quelque plan de boni d'une manière temporaire et qu'on pourra faire disparaître quand les conditions actuelles cesseront d'exister, ou d'une manière permanente en forçant les employés à garder leur emploi afin d'exclure toute possibilité de se syndiquer ou de chercher à avoir une augmentation de gages.

John P. White, président des "United Mine Workers," a discuté ce sujet très-intelligemment dans un récent article. L'article fut publié parce qu'on s'aperçut que quelques opérateurs de mines étaient enclins à adopter le plan de boni, et le président White mit les travailleurs sur leurs gardes à ce propos. Nous détachons ce que suit de l'article en question:

"Le système de boni peut tromper les hommes non-syndiqués. Quoiqu'il en soit, ils n'ont rien à dire sur le sujet et doivent accepter ce qu'on leur donne. Mais nul mineur faisant partie des "United Mine Workers" devrait avoir des doutes à ce

propos. L'unioniste sait bien qu'il ne reçoit pas quelque chose pour rien quand on lui passe un boni avec le chèque de ses gages. Son patron peut être le meilleur et le plus généreux des hommes. Il peut croire sincèrement qu'il agit d'une manière équitable. Qu'il le croit ou non, le donneur de boni travaille contre les meilleurs intérêts des mineurs et affaiblit leur pouvoir de gagner en proportion que les mineurs acceptent ces boni comme substitution de gages équitables.

"Les 'United Mine Workers,' par le Bureau exécutif, ont donné l'alarme contre toute forme de paiements par boni ou partage dans les profits. On a agi ainsi pour les meilleurs raisons. La sagesse du mouvement laborieux, acquise par de longues années d'expérience avec chaque variété de 'partage dans les progrès' et tout autre plan de boni, appuie cette action.

"Quels sont les faits concernant ces boni tels qu'exprimés par les patrons eux-mêmes? Il y a moins d'un an le Comité du Bien-être de la Fédération civique nationale compléta une enquête de partage dans les profits par les patrons américains et publia son rapport. Le président du comité était Louis A. Coolidge, président de la 'United Shoe Machinery Co.,' et l'un des plus importants patrons de la Nouvelle Angleterre donnant du travail.

"M. Coolidge trouva et rapporta que les plans de partage dans les profits se voient rarement dans les établissements où les hommes font partie des unions et travaillent sous des gages et conditions unionistes, et que les deux tiers de ces plans n'ont jamais de succès.

"Il admit que les faits justifient l'affirmation des unionistes que, ce qui est payé en dehors des gages réels, se voit presque entièrement dans les industries non-syndiquées où les gages plus les boni ou autre paiements n'égalent pas les gages seuls donnés dans les établissements unionistes.

"La question que le mineur de charbon doit décider, est de savoir s'il doit recevoir tout ce qui lui revient, en gages, le jour de la paye, ce qu'il doit avoir légalement, ou s'il en acceptera une partie sous forme d'une offrande de charité déguisée qui peut disparaître à la volonté du patron.

"Le présent mouvement de substitution du système équitable de gages par un plan de boni cache une histoire très-intéressante. Quand commença l'activité des affaires de guerre, il y a plus d'un an, et que la demande pour hommes devint plus grande qu'on pouvait y suppléer, les importants patrons du pays réalisèrent que les gages

seraient augmentés. Beaucoup de patrons se plièrent aux exigences et donnèrent l'augmentation. D'autres visant à l'avenir décidèrent d'accorder l'augmentation d'une manière qui leur permettrait de la retirer aussitôt après la guerre ou si d'autres développements leur offraient une excuse. Malgré l'augmentation permanente de la vie, ils désiraient empêcher aucune augmentation permanente dans les gages. Ils savaient qu'aucune augmentation de gages, faible même, serait maintenue. Le jour est passé il y a longtemps quand les gages peuvent être réduits. Mais les bonis; voilà qui est différent.

"C'est ainsi qu'un groupe d'hommes, à New York et dans la Nouvelle Angleterre se réunirent et lancèrent un mouvement tranquille mais actif et effectif parmi les patrons. Ils eurent une conférence et les invitations étaient 'confidentielles.' Ils donnèrent même des entrevues anonymes au New York Times et autres journaux dans lesquels ils disaient que les gages une fois augmentés ne pouvaient pas se réduire à la volonté des patrons, et que les augmentations accordées actuellement ne devaient pas l'être de manière à faire croire que ce devait être permanent ou que c'était accordé sous une offre ayant le caractère de droit légal.

"Conséquemment, insistèrent ces patrons, toute augmentation accordée devrait être payée sous forme de boni, avec l'entente que ces extras représentaient seulement la générosité du patron et son empressement à partager une prospérité temporaire. Ce point étant élucidé en ce qui se rapporte à l'employé, disaient-ils, il deviendrait facile de réduire ou d'éliminer les boni à volonté, parce qu'on ferait comprendre à l'employé que l'argent extra reçu est accordé à volonté, au-delà de gages équitables.

"C'était un excellent plan pour détruire un étendard permanent de gages plus élevés et de changer ce mouvement ascendant en un acte de philanthropie temporaire—une philanthropie qui pourrait se discontinuer sans provocation qui ne pourrait se réclamer du droit de protestations ou de grèves. Et ce plan a réussi chez beaucoup de patrons anti-unionistes—patrons qui ont traité avec des hommes sans appui et non-syndiqués—des hommes qui prenaient ce qu'on leur donnait sans s'inquiéter de l'avenir.

"Et aujourd'hui on demande à certains membres des 'United Mine Workers' de prendre une partie de leurs gages sous forme de boni, quelques patrons espérant éviter des demandes pour des gages plus élevés. Mais cette demande ne peut ni s'éviter ni se refuser, si les mineurs se ser-

vent de leur jugement comme des unionistes intelligents et refusent aucune substitution pour les augmentations permanentes et substantielles auxquelles ils ont droit.

"Chaque mot exprimé par les hommes d'union d'expérience contre le partage dans les profits s'applique aussi au système de boni. Dans le but, l'esprit et l'effet c'est la même chose, tel que l'entendent les patrons de la manufacture ouverte d'Amérique. J. C. Skempt, le secrétaire-trésorier de l'association connue comme 'Brotherhood of Painters, Decorators and Paperhangers of America' disait la vérité quand il écrivait:

"Le dividende du travailleur n'est qu'un cadeau qui se donne ou se retient à la volonté ou au caprice du patron—une charité déguisée. Comme on l'emploie généralement, c'est une méthode pour suborner le travailleur afin qu'il reste en dehors de l'union de son métier, pour décourager les demandes pour de meilleurs gages, pour stimuler la production et augmenter les profits du patron, en donnant au travailleur une petite partie de l'excédent de ses gages."

"Et voici ce que dit Andrew Furuseth, président des Marins:

"Le partage dans les profits est une trêve que les patrons n'acceptent que pour tenir bas les gages. Il est impossible de conclure aucun arrangement avec les patrons que quand on est assez puissant pour les forcer à payer."

"Voici ce que pense John Fitzpatrick, président de la Fédération du travail de Chicago concernant les partages de profits et les plans de paiements par boni:

"Pour ma part, je crois que ces plans sont totalement mauvais et sont ni plus ni moins qu'une fraude, une déception et un piège. La devise du mouvement laborieux américain, 'Un jour de gages équitables pour un jour de travail équitable,' est la manière honnête de décider la question du travail et des gages. Un jour de gages équitables semblerait comprendre un étendard convenable de vie, un chez-soi confortable, assez pour se récréer et jouir des choses qui rendent la vie agréable. Cela assurerait la protection nécessaire pour conserver l'habilité de celui qui gagne le pain, le rendant capable de continuer pendant longtemps à pourvoir pour et se protéger lui-même, ainsi que son foyer et ceux qu'il aime."

James P. Holland, président de la Fédération du Travail de l'état de New York, dit: "Une distribution d'argent pousse quelques hommes à travailler plus, au détriment d'autres hommes. Le système de boni les rend mécontents, et ils ne peuvent exposer leurs griefs de crainte de les perdre."

"Les grandes confraternités de chemins de fer ont appris la même leçon. Voici ce dit Warren S. Stone, grand chef de la Confraternité des ingénieurs de locomotive:

"Je suis opposé à toutes sortes de partages dans les profits, sous aucun nom. Je suis en faveur d'accorder des gages convenables au travailleur et de lui laisser la liberté de voir à ses propres intérêts. Toutes les formes de partages dans les profits, que ce soit en distribution d'argent ou comme boni, ou par vente d'actions à taux peu élevés, sont sujettes aux mêmes abus.

"Ils ont une tendance à hâter le travailleur, et, de plus, le forcent à travailler sous des conditions qu'il ne voudrait pas tolérer autrement pour un seul jour, s'il ne voyait pas constamment devant ses yeux l'image de ce boni qu'il espère recevoir dans un avenir prochain.

UNION DE TRAVAIL ET LA GUERRE.

Une conférence des représentants des unions de métiers nationales et internationales d'Amérique, convoquée par le conseil exécutif de la Fédération Américaine du travail, a été tenue dans l'édifice de la Fédération Américaine du travail, le 12 mars, 1917, dans laquelle participèrent les représentants des unions de métiers nationales et internationales affiliées et les confraternités de chemins de fer.

Le Conseil exécutif de la Fédération Américaine du travail réfléchit au sujet pendant trois jours précédant la conférence et lui soumit une déclaration. Le jour entier fut consacré à discuter la recommandation et les suggestions qui furent soumises. Après une minutieuse discussion le document suivant fut adopté par un vote unanime:

Nous parlons pour des millions d'américains. Nous ne sommes pas une secte. Nous ne sommes pas un parti. Nous représentons l'organisation qui s'unit par la nécessité de nos besoins communs. Nous représentons la partie de la nation qui est plus près des bases de la vie. Ceux que nous représentons manient les instruments de la nation et luttent avec les forces qui sont mises sous contrôle dans notre civilisation matérielle. Le pouvoir et l'usage d'instruments industriels sont plus forts que les instruments de guerre et prendront un jour la place de ces agences de destruction.

Une guerre du monde existe. Le temps n'est pas encore arrivé que nous puissions dire que la guerre a été abolie.

Que nous l'approuvions ou non, nous devons reconnaître que la guerre est une situation avec laquelle il nous faut compter. La guerre européenne actuelle, dans laquelle est engagée la majorité des nations civilisées, causant des dommages considérables à l'industrie et au commerce au monde entier, menace à chaque instant d'envelopper tous les pays dans le conflit, le nôtre inclus. Alors, notre problème immédiat est d'opposer aux conditions de guerre une prévoyance instructive, la perspicacité, les principes du bien-être de l'humanité et une conservation qui devrait nous diriger dans les éventualités de la vie. Le moyen de détourner la guerre est d'établir des agences constructrices pour la justice en temps de paix, et contrôler ainsi pour la paix les situations et les forces qui pourraient autrement résulter en guerre. Les méthodes de faire la guerre moderne, ses nouvelles tactiques, son organisation extraordinaire, militaire et industrielle, présentent des problèmes qui sont bien différents des guerres précédentes. Mais les problèmes de la nation offrent une opportunité pour l'établissement d'une nouvelle liberté et d'opportunités plus étendues pour tout le peuple. La guerre moderne renferme des contestations entre les boutiques, les manufactures, les terrains, les ressources financières et de transport des pays; et cela s'applique nécessairement aux relations entre patrons et employés, et comme notre propre pays est à faire face à un péril imminent, il devient à-propos que les masses du peuple des États-Unis prennent conseil et déterminent quelle conduite ils poursuivront dans une crise qui nécessiterait la protection de notre République et la défense des principes qu'elle représente.

Dans la lutte entre les forces de la démocratie et le privilège spécial, pour des raisons justes et historiques, les masses du peuple représentent nécessairement l'idéal des institutions de la démocratie. Il existe une société organisée, une organisation puissante dont le but de faire avancer encore plus ce qui est idéal et les institutions—le mouvement laborieux syndical.

Jamais, dans aucune autre guerre le mouvement laborieux a pris une part dirigeante.

Le travail a enfin compris ses droits, sa puissance et ses ressources, sa valeur et ce qu'il fait pour la société, et doit faire des propositions définies constructrices.

Il est temps que nous présentions franchement nos expériences et les conditions qui, dans les temps passés, ont empêché les nations de bénéficier par la co-opération volontaire et sincère des travailleurs à gages en temps de guerre, et que nous faisons des

suggestions pour faire disparaître ce qui fait obstacle à notre force et vigueur nationale.

La guerre n'a jamais fait disparaître la nécessité de lutter pour établir et maintenir les droits industriels. Les travailleurs à gages en temps de guerre doivent, comme on l'a dit, avoir un oeil sur les exploiters qui les entourent et l'autre sur l'ennemi qui menace le gouvernement national. C'est une telle exploitation qui mit une nation dans l'impossibilité de mobiliser d'une manière effective les forces pour sa défense extérieure. Nous soutenons que le pas fondamental pour préparer une nation est de mettre sa propre maison en ordre et d'établir chez elle la justice dans les relations entre les individus. Les guerres précédentes, quelque soit la raison qui les fit déclarer, développèrent de nouvelles opportunités pour exploiter les travailleurs à gages. Non seulement on ne reconnut pas la nécessité de protéger les droits des travailleurs afin qu'ils puissent offrir au pays le service honnête qui ne se voit que quand chaque citoyen jouit de ses droits, de sa liberté et de l'opportunité, mais sous guise de nécessité nationale, le Travail fut dépouillé de ses moyens de défense contre les ennemis de son pays et on lui vola les avantages, les protections, les garanties de justice qui avaient été gagnées après des âges de lutte. Pour ces raisons les travailleurs ont toujours senti que, quelque soit le résultat de la guerre, ils perdent généralement comme travailleurs à gages.

Autrefois le Travail n'avait pas de représentants dans les conseils autorisés pour traiter les questions de la direction de la guerre. Les droits, les intérêts et le bien-être des travailleurs étaient autofratiquement sacrifiés pour la "sûreté nationale."

La guerre européenne a démontré la dépendance du gouvernement sur la co-opération des masses du peuple. Puisque les masses rendent un service indispensable, il s'ensuit qu'elles devraient avoir quelque chose à dire quand il s'agit de déterminer les conditions d'après lesquelles elles rendent service.

Les travailleurs d'Amérique exposent leurs opinions, leurs demandes et leurs desseins au moyen d'une agence volontaire qu'ils ont établie—le mouvement laborieux syndiqué. Cette agence est non seulement le représentant de ceux qui la constituent directement, mais elle représente aussi tous ceux qui ont des problèmes et buts en commun mais qui ne se sont pas encore organisés pour arriver au succès.

En paix ou en guerre le mouvement laborieux syndiqué cherche à subordonner toute

chose au bien-être et l'opportunité de l'humanité. Le mouvement laborieux se proclame le défenseur de ce principe et est prêt à protéger les producteurs de richesses contre la cupidité d'intérêts spéciaux, contre ceux qui ne pesent qu'au gain, contre l'exploitation, contre les détestables méthodes d'une cupidité irresponsable, contre l'inhumanité et le crime de corporations et de patrons endurcis.

En temps de guerre, le Travail demande le droit d'être reconnu comme le défenseur des travailleurs à gages contre les mêmes forces qui, dans les guerres précédentes, ont fait une excuse de la nécessité nationale pour des méthodes encore plus impitoyables.

Comme représentants des travailleurs à gages nous affirmons que les conditions de travail et de solde dans l'emploi du gouvernement et dans toutes les autres occupations devraient être conformes aux principes du bien-être de l'humanité et de la justice.

Une nation ne peut se défendre effectivement contre un danger extérieur si l'on demande à des groupes de citoyens de prendre part à une guerre, laquelle, quoique dénotant un sens d'injustice infligée par le gouvernement, ne les retiendra pourtant pas à s'unir pour la défense du pays.

La pierre angulaire de la défense nationale est justice dans les relations fondamentales de la vie—justice économique.

La seule agence qui accomplit ceci pour les travailleurs, c'est le mouvement du travail syndiqué. Le plus grand pas qui puisse se faire pour la défense nationale, c'est de ne pas entraver le mouvement du travail syndiqué, mais de lui donner la plus grande latitude et l'opportunité pour une co-opération volontaire effective en esprit et en action.

Durant la longue période de son établissement, le mouvement laborieux est devenu une force dynamique pour l'organisation humanitaire de l'industrie et du commerce. C'est un important agent social qui doit être reconnu dans tous les plans qui se rapportent aux travailleurs à gages.

Que ce soit pour la paix ou la guerre le gouvernement doit reconnaître le mouvement laborieux syndiqué comme l'agence au moyen de laquelle il lui faut coopérer avec les travailleurs à gages.

La justice industrielle est le droit de ceux vivent en ce pays. Avec ce droit existe l'obligation associée. En temps de guerre cette obligation prend la forme de service dans la défense de la République contre ses ennemis.

Nous reconnaissons que ce service peut-être militaire ou industriel, les deux étant

également essentiels à la défense nationale. Nous soutenons qu'il est incontestable que le gouvernement qui demande que les hommes et les femmes donnent leur force laborieuse, leur personne ou leur vie pour son service exige aussi le service, dans l'intérêt de ces êtres humains, de toutes les richesses et les produits du travail humain—les biens.

Nous soutenons que si l'on demande aux travailleurs en temps de péril national ou d'événement imprévu de donner un service plus épuisant que les principes de bien-être humain assurent, ce service ne devrait être requis qu'accompagné par des garanties et des sauvegardes augmentées, et quand les profits que le patron retire de l'industrie dans laquelle ils sont engagés ont été limités à un pourcentage déterminé.

Nous déclarons qu'une telle détermination de profits devrait être basée sur les prix des procédés actuellement nécessaires pour la production.

Les travailleurs ne se font pas d'illusions en ce qui regarde la conduite que les propriétaires et les patrons exploitent pour-suivent en temps de paix ou de guerre, et ils reconnaissent aussi, qu'avec le salut de cette République nous trouvons l'idéal de la démocratie, un héritage que les masses du peuple ont reçu de leurs aïeux, qui combattirent pour que la liberté vive en ce pays, un héritage qui doit se maintenir pour être transmis à chaque génération sans diminution de force et d'utilité.

Le mouvement laborieux reconnaît la valeur de la liberté, et il sait que la liberté et les droits peuvent être maintenus seulement par ceux qui veulent soutenir leurs réclamations et défendre leurs droits. Le mouvement laborieux Américain a toujours été opposé aux conflits inutiles et à toutes les guerres pour des fins d'agrandissement, d'exploitation et d'esclavage, et cependant ce mouvement a fait sa part dans les révolutions du monde, dans les luttes pour l'établissement d'une plus grande liberté, d'institutions démocratiques et de conditions idéales de justice humaine.

Notre mouvement laborieux se méfie du militarisme et proteste contre cela, parce qu'il sait que le militarisme représente des avantages spéciaux et est l'instrument d'intérêts spéciaux, d'exploiteurs et de despotes. Tout en opposant le militarisme, le mouvement laborieux maintient qu'il est du devoir d'une nation de se protéger contre l'injustice et l'invasion.

La menace du militarisme s'élève parce qu'on isole les fonctions défensives de l'état des activités civiques et parce qu'on organise des agences militaires que les masses

due peuple ne peuvent atteindre. L'isolation est subversive de la démocratie—elle reçoit et nourrit les germes du pouvoir arbitraire.

Le mouvement laborieux demande qu' on établisse une différence précise contre le service militaire pour la nation et le devoir policier, et que le service militaire devrait être soigneusement séparé du service des disputes industrielles.

Nous soutenons que le service industriel doit être également méritoire avec le service militaire. L'organisation pour le service industriel et commercial se fait sur une base qui diffère du service militaire—l'idéal civique domine encore. Ceci devrait être reconnu quand on mobilise dans ce but. Les mêmes institutions volontaires qui organisent les travailleurs industriels, commerciaux et de transport en temps de paix prendront bien soin des mêmes problèmes en temps de guerre.

Il est donc nécessaire que le gouvernement coopère avec le mouvement du travail syndiqué américain dans ce but. Le service dans les manufactures du gouvernement et les établissements privés, dans les agences de transport; tout devrait être conforme aux étendards de l'union des métiers.

Les garanties de conservation humaine devraient être reconnues en temps de guerre comme en temps de paix. Quand des changements dans l'organisation de l'industrie deviennent nécessaires sur une base de guerre, ils devraient se faire d'accord avec les plans décidés par les représentants du gouvernement et ceux qui sont engagés et employés dans l'industrie. Nous reconnaissons qu' en temps de guerre, pour certains ouvrages demandant une habileté exceptionnelle, il est nécessaire de retenir dans le service industriel les travailleurs spécialement adaptés pour cela. Dans les cas où les femmes peuvent être employées, nous insistons que des gages égaux pour travail égal prévalent sans égard au sexe.

Finalement, afin de sauvegarder tous les intérêts des travailleurs à gages le travail syndiqué devrait être représenté dans toutes les agences déterminant et administrant toute chose se rapportant à la défense nationale. Il est particulièrement important que le travail syndiqué ait ses représentants sur tous les bureaux autorisés pour le contrôle de la publicité durant le temps de la guerre. Les travailleurs ont souffert beaucoup d'injustice en temps de guerre par limitation du droit de s'exprimer librement et de s'assurer la publicité nécessaire pour leurs justes griefs.

Le travail syndiqué a gagné le droit de faire ces demandes. C'est l'agence qui, dans

tous les pays, appuie les droits de l'humanité et défend le bien-être et les intérêts des masses du peuple. C'est une agence qui est reconnue d'une manière internationale, ne cherchant pas à voler, exploiter ou corrompre les gouvernements étrangers, mais cherchant plutôt à maintenir les droits de l'humanité et les intérêts du monde. Et elle n'a pas à dissiper les soupçons ni prouver ses motifs ici ou à l'étranger.

La guerre actuelle révèle la lutte entre les institutions de la démocratie et celles de l'autocratie. Comme nation nous devrions profiter des expériences des autres nations. On ne saurait établir une démocratie en rapiécant le système autocratique. Les fondations de rapports civilisés entre les individus doivent les principes scientifiques du bien-être public. C'est alors qu' une structure nationale peut se perfectionner en harmonie avec l'idéalisme humanitaire—une structure qui soutiendra les épreuves des nécessités dans la paix comme dans la guerre.

Nous, les officiers de l'Union nationale et internationale de métiers d'Amérique, rassemblés en conférence nationale dans la capitale de la nation, prenons, par les présentes, l'engagement, en paix comme en guerre, dans le calme ou l'orage, de soutenir avec franchise les étendards de liberté et de sauvegarder et de préserver les institutions de notre République.

A cette heure solennelle de la vie de notre nation, nous espérons sincèrement que notre République soit sauvegardée dans son désir ardent pour la paix; que notre peuple soit épargné et n'ait pas à souffrir les horreurs de la guerre et à en porter les fardeaux; que nous puissions avoir l'opportunité de cultiver et développer les arts de la paix, l'union fraternelle et une civilisation plus élevée.

Mais, en dépit de tous nos efforts et de nos espérances, si notre pays se trouvait engagé dans le conflit européen, nous, imbus de ces idées de liberté et de justice ici déclarées, offrons nos services dans tout champ d'action, pour défendre, sauvegarder et préserver la République des États-Unis d'Amérique contre ses ennemis quels qu' ils soient, et nous faisons appel à nos camarades de travail et concitoyens au nom du Travail, de la Justice de la Liberté et de l'Humanité, d'offrir leur service de même, avec complet dévouement et patriotisme.

PETITES NOTES.

Nous avons cherché à éviter les discussions de la guerre dans nos colonnes, mais les complications internationales actuelles

ont forcé le travail syndiqué, malgré toute la crainte et la répugnance que ses membres ont pour la guerre, à déclarer sa fidélité au gouvernement sous lequel nous vivons et pour lequel nous avons une loyauté absolue.

Nous reconnaissons que nous avons beaucoup de nationalités parmi nos membres; ils ont naturellement des opinions diverses sur la dispute militaire en Europe qui menace de nous engouffrer; mais si les États-Unis deviennent forcés à entrer dans le conflit, nous ne doutons pas que le sentiment des travailleurs à gages de toutes nationalités sera pour l'Amérique d'abord.

Le sujet de l'entraînement militaire s'agit avec une force redoutable. Nous savons que des centaines de milliers—des millions peut-être—de nous doivent se rendre à la défense du pays, et nous ne connaissons rien de la science militaire. Il y a une différence énorme entre la science militaire et le militarisme. Le militarisme exalte la guerre et les conquêtes, brutalise les hommes, en fait des tueurs, tandis que la science militaire peut être utilisée pour perfectionner le citoyen soldat dans l'usage des armes pour la défense nationale de manière à sauvegarder nos droits et nos libertés des attaques d'aucune nation de la terre.

Les travailleurs à gages d'Amérique ne désirent pas avoir la charge de vastes armées permanentes, comme le furent ceux d'Europe. Mais il semblerait que nous devrions avoir quelque chose qui ressemblerait au système Suisse, où il n'y a aucune armée au point de vue pratique, mais où chaque homme est entraîné et peut être mobilisé à court avis.

Le vieil adage que "tout nuage sombre a une doublure argentée" semble être en partie prouvé par certains traits de la grande guerre européenne. La nécessité d'appeler autant d'hommes aux armes en France et en Angleterre a fait avancer la démocratie dans les forces militaires. Les besoins militaires ont dicté l'élévation d'hommes capables pour diriger sans égard à leur ancienne position dans la vie. Dans l'armée française les riches comme les pauvres ont combattu ensemble pour la France. Les distinctions de richesses et de positions sont disparues. La même chose se voit dans l'armée allemande et l'armée anglaise.

Un autre effet terrible de la guerre a été la délivrance de la Russie par une révolution qui a été la plus rapide, sans verser de sang

et la plus importante de toute l'histoire, dans laquelle l'autocratie russe est devenue pratiquement une démocratie en une semaine. Si l'Autriche, l'Allemagne et la Russie avaient été des démocraties ou des républiques, on ne peut concevoir que nous aurions eu cette guerre.

Quand la dernière convention eut lieu, la guerre avait duré moins d'un an. Elle dure depuis bientôt trois ans, et l'on ne peut en prévoir la fin. Rien nous faisait alors supposer que nous deviendrions engagés dans ce conflit. Maintenant, au moment d'aller sous presse, les États-Unis ont déclaré la guerre. La condition actuelle est un signal de danger pour notre treizième convention qui devra agir lentement s'il se présente des propositions radicales ou révolutionnaires.

Il pourrait se faire que dans le besoin de l'entraînement militaire sur une grande échelle, l'usage infâme que l'on fait autrefois des petits corps d'armée de l'état disparaîtra. Dans le besoin que nous avons d'un service militaire plus général, le recrutement de la milice parmi les criminels, les détectifs de corporation, etc., cessera peut-être. Si nous, comme peuple, devons fournir des hommes pour l'entraînement militaire, nous avons le droit d'insister qu'on ne s'en serve pas pour protéger les patrons dans les disputes industrielles.

Nous espérons que nos lecteurs prendront note de l'éditorial que nous publions aujourd'hui sur "Gages et Boni." Nous désirons appeler l'attention générale sur l'opinion du trésorier Coolidge de la "United Shoe Machinery Company" que nous citons. Il dit que les plans de partager dans les profits se rencontrent rarement là où les hommes travaillent sous des gages et conditions unionistes, et que les deux-tiers de ces plans n'ont pas réussi. Voilà le trésorier d'une grande corporation dont l'opinion appuie réellement l'idée que l'argent que l'enveloppe contient ne devrait être que des gages et rien autre chose, et que les boni ou le partage dans les profits sont, dans 99 cas sur 100, une partie des gages légitimes donnés ou retenus au caprice du patron et pour des fins favorables au patron.

En lisant la lettre de Samuel Gompers se rapportant à la prohibition dans la ville de Washington, nos lecteurs devront prendre note qu'il ne favorise pas l'habitude de boire, mais il dit que la prohibition ne parvient pas à accomplir le but de guérir le mal

de boire—un mal admis par tous—et que si la prohibition par par la loi viole les principes fondamentaux de la liberté humaine, il n'existe pas d'agence assez puissante pour rendre les hommes tempérés dans toutes leurs habitudes si ce n'est le mouvement laborieux syndiqué—un mouvement qui améliore l'état mental et physique de notre peuple et réduit au minimum le désir, le goût, ou l'habitude de l'intempérance.

Veillez prendre note du dernier paragraphe de la position du Travail américain sur la guerre tel que formulée par la conférence des chefs des unions de métiers à Washington qui se lit comme suit: "Mais, en dépit de tous nos efforts et de nos espérances, si notre pays se trouvait engagé dans le conflit européen, nous, imbus de ces idées de liberté et de justice ici déclarées, offrons nos services dans tout champ d'action pour défendre, sauvegarder et préserver la République des États-Unis d'Amérique contre ses ennemis quels qu'ils soient et nous faisons appel à nos camarades de travail et concitoyens au nom du Travail, de la Justice, de la Liberté et de l'Humanité, d'offrir leur service de même, avec complet dévouement et patriotisme."

Les travailleurs à gages devraient se rappeler que les unions sont nécessaires même en temps de guerre. Certains intéressés sont toujours prêts à s'engraisser des besoins du pays comme du travail, et les unions laborieuses doivent se tenir en garde afin de protéger les intérêts du travail pendant la guerre et après la paix. Nous ne pouvons suspendre l'activité de notre union pour un instant. Au contraire, nous devons nous tenir encore plus prêts à donner notre appui à nos unions de métiers et faire tout en notre pouvoir pour la consolidation et l'efficacité du travail syndiqué.

Et n'oublions pas notre pouvoir d'achat qui est doublement important dans un temps quand nos travailleurs à gages ont besoin de chaque particule de force qu'ils possèdent pour leurs propres intérêts. Supportons nos cachets d'union de tous les métiers chaque jour de l'année, donnant par là de l'emploi aux travailleurs unionistes des autres métiers afin qu'ils puissent rendre le réciproque et employer des ouvriers en chaussures faisant des chaussures portant le cachet. Le vieil axiome disant "qu'il y a de plus de bonheur à donner qu'à recevoir" pourrait se réviser comme suit au point de vue du Cachet: "à moins que vous ne donniez, vous ne pouvez recevoir."

TO HELL WITH THE CHILDREN.

"To hell with the children, but God save our profits," ought to be the motto of the National Manufacturers' Association.

The Keating Child Labor Bill, by the terms of which transportation of goods manufactured by children under fourteen years of age from one state to another would be illegal, easily passed the House and was referred to the Interstate Commerce Committee of the Senate.

Senator Newlands, Chairman of that Committee, now states that the committee is in doubt as to the constitutionality of the Keating Bill. Says the Senator: "Not the arguments of cotton mill owners, but those of James Emery, counsel for the National Manufacturers' Association, have most affected the committee."

When the Keating bill was being discussed in the Senate, Senator Kenon of Iowa unmercifully flayed Emery for having the gall to come before Congress and argue against the passage of a child labor law when the Mulhall investigation had disclosed that the same Emery was the individual who had bribed judges and Congressmen for the National Manufacturers' Association through his servile tool, Mulhall.

The public cries out for protection of the children from the greed of American employers, and to thwart the wishes of the people there comes into the hall of Congress this insignificant atom of the greenish scum of industry, Emery, the grafter and briber, and declares that the Constitution of the United States of America will protect profits of the cotton mill owners rather than the health and happiness of the children of the toilers.

Practically every big industry in Minneapolis is connected with and contributing to the National Employers' Association, and while they and their wives are bellyaching around here about baby week their money is paying the salary of Emery while he argues that the cotton mill owners may continue to enslave and debauch the children.

This is one of the reasons why Labor don't have much faith in Civic Organizations. Labor knows well that some of the speakers who blat the loudest about human welfare at banquets and meetings are members of Employers' Associations which see to it that the workers never fare well enough to interfere with their profits and their wives' rich clothes and luxuries, even if they have to hire gunmen to shoot down the workers,

and buy Judges to declare all legislation of any benefit to humanity unconstitutional.

If there are any of the members of the National Manufacturers' Association here in the city who are fair minded enough to sever their connection with an Association which is barbarian enough to advocate child labor we will be glad to print their names conspicuously in Labor Review.

All those Business Concerns which continue as members of the National Manufacturers' Association must indorse the bribery and graft of Emery, their employe, and practically announce to the world that they do not give a damn about humanity if they can only save their profits.

What a contrast between Organized Labor ever struggling to bring happiness to humanity and the Manufacturers' Association ever struggling to bring misery, poverty and despair to the workers.

These members of the Manufacturers' Association are good church members, and that is one of the reasons most churches are built by scab labor. Also one of the reasons the Organized Workers seldom go to church. They don't like to enter buildings built by scabs, and they don't like to take the chance of becoming contaminated by getting under the same roof with a bunch of business men such elastic consciences that they can cry "Save the Babies" in Minneapolis, and at the same time hire a contemptible sprig like Emery to argue in favor of child labor at Washington.

This editorial is for the purpose of letting our misleading citizens know that they can't fool all the people all the time, and to be a warning to Organized Labor to be ever on the alert and purchase no article which does not bear the label. Five per cent. of the price of all goods which do not bear the label goes to the National Manufacturers' Association for the purpose of amassing a war fund to fight Organized Labor and all legislation favorable to labor.

If the public knew the facts we wonder who they would think were the best citizens, the high hatted business men contributing to the support of an Association which stands for child labor, or the more roughly dressed members of Organized Labor, who are fighting for Industrial Freedom and Industrial Justice first, last and all the time.

These are the things which the daily papers never will tell the public, and for that reason no member of Organized Labor should miss any opportunity too explain to those who do not know what the Organized

Labor movement stands for, and what is the purpose of the National Association of Manufacturers.

If the Keating Child Labor Bill is defeated it will be because of the activities of the National Association of Manufacturers. The lost happiness of the children of the Cotton Mills will be directly chargeable to the members of that association, and there are several in Minneapolis.—Minneapolis Labor Review.

THE GIFTS OF GOD.

Once upon a time there was a man who said, "I will work no more, and God will take care of me." And so he gave away all he had and sat down to wait for God to take care of him. After awhile he became hungry, and nothing came his way. But in the distance he saw some horses laden with packs, which he knew contained food to eat. And so he grew so hungry that he followed them. Up the hill he toiled, while still in the distance were the food laden horses. They led him a fine march, and he grew weaker with the hunger. At last he came near to where the horses had stopped earlier in the day, and there he found food that had been left over. "This is harder than work," he said, "and now I realize that God will take care of the man who is up and doing, but if you sit down and wait the horses will pass you by, carrying God's gifts on their backs.—St. Louis Globe-Democrat.

"THE UNION."

Frank J. Hayes.

United we stand and our freedom command,
Divided we fall by the way,
And factional strife is the danger so rife
That to our doom and dismay.
Be brothers, be men—do you realize when
We were slaves to the masters of gold,
Deprived of our rights and the world's sweet
delights,
Enslaved in the dark days of old?

Then pause and reflect and the Union respect,

Let nothing detract from its aim;
Let jealousy's dart and all malice depart,
Be tardy to censure or blame.
Be true to the cause and abide by its laws
And cherish its blessings, I pray;
Revere it and love it, no cause is above it—
The Union, God bless it for aye!

THE POWER OF ORGANIZATION.

The great principal for which labor has stood is the sacredness of human life. It has always maintained that, however lowly there is nothing greater than a human being and nothing more sacred than human life. This force, which is the organized labor movement, has sought to infuse into the business of our country a spirit that would be mindful of those human workers who are essential to production and to the commerce of our land, and it has sought to establish such customs and practices in industry that the workers not only shall not be harmed for the sake of industry, but that they shall be benefited by the products of their toil.

It is impossible for the individual workers to secure the recognition and observance of this principle. Only when they unite, when they use their collective power, have they been able to secure fitting regard for the value of human life and for opportunity to be something more than merely the cogs in industrial machinery. Those who are familiar with the unfeeling greed that has permeated industry recognize the necessity of organization for the protection of the workers. Those employers whose consciences forbid them to take unfair advantage of their workers have long followed the practice of dealing with their employes through their organizations.

Organization enables the workers to make definite statements of their needs and to present definite demands for their protection. It enables the workers to organize the human side of protection so as to establish practices and policies which are the necessary foundation for industrial statesmanship.

The organizations of the wage earners have done more to secure definite knowledge of conditions and forces in industry than any other agency. They have not only organized information in regard to industry, but they have organized definite channels for their own and general information and for the expression of the will of those who are employed in the industry.

The trade union movement has been the means which has made articulate the dumb yearnings and longings of the wage workers and which has given them the means to secure the wages and opportunities neces-

sary for the toilers' continued progress and necessary to enable them to participate in the forward march of civilization.

Wherever organization is found, where the workers are abreast of the times, they are strong and able men, physically and mentally. They take an intelligent interest in industrial production and progress and are the dependence of the nation.

There is an opposing force in industry that seeks to destroy organization of labor and refuses to deal with their representatives and assumes a policy which is termed "refusal to recognize unions." This seems a strange sort of policy, for the unions are, whether they are recognized or not. Refusal to co-operate with one of the great constructive forces.

This problem is one of great consequence to our American nation and one that deserves the serious consideration of all of our citizens.

As the result of the war we see the consequences of failure to attain industrial statesmanship. We see consequences of failure to recognize that organizations of wage earners are responsible agencies which, if properly used and properly recognized, may be depended upon to protect the nation in time of need and to serve the best interests of the republic.

Also as a result of the war we see the terrible consequences of industrial piracy that permits child labor and sweatshop labor, and destroys the manhood and womanhood of the nation. It is now time for our nation to decide whether or not we shall achieve the full stature of national development or whether we shall continue those policies which served in the time of our immaturity. We must determine whether or not we are to become a nation that establishes the ideals and the practices of the statesman in all of the phases of life or whether we are to remain a nation of villagers that fails to realize the bigness of things, that fails to realize how all of the problems of life are closely entwined. If we are to become a great nation—a nation of great men and women—the foremost policy of our statesmanship must be regard for the human beings that constitute our nation.

Our republic cannot be stronger or healthier or better than its citizens. We have now to consider this problem.

The key to the problem of industrial statesmanship is the organization of the wage earners and due recognition of that organization.—Samuel Gompers.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:
246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester N. Y.
WILLIAM PROUT, 21 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati Ohio
JOHN F. REARDON, Gillon Block, Milford Mass.

IN MEMORIAM.

Local No.	Name	Address
19	Timothy Webster,	Framingham, Mass.
31	Charles F. Stiles,	Whitman, Mass.
37	Edw. DeNeill,	Brockton, Mass.
38	Stephen Lang,	Brockton, Mass.
38	Dante Lambardi,	Brockton, Mass.
40	John Kirby,	Milford, Mass.
100	Chas. Zeneckis,	Brockton, Mass.
100	Gust E. Nelson,	Brockton, Mass.
129	Edith Mabel Haywood,	Whitman, Mass.
"0" 154	Jennie Lawson,	Brockton, Mass.
"0" 154	Helen Steele,	Brockton, Mass.
233	I. B. Taylor,	Toronto, Ont.
257	Paul Duquette,	St. Hyacinthe, P. Q.
338	Ella Magen,	St. Louis, Mo.
456	Thomas Winnett,	Whitman, Mass.

DUE BOOKS FOR 1917.

The Due Books for 1917 are of the same form as for 1916, but of light gray color. All members whose accounts show their dues to be paid up for the year 1916 can secure 1917 Due Books by applying to their local secretaries.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.

5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.

6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately, and report separately, to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report, the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession detaching one coupon each week while the illness lasts not to exceed thirteen weeks being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,

General Secretary-Treasurer

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO APRIL 1, 1917.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY No.

- *1 E. T. Wright & Co., Rockland, Mass.
- *3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.

- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Felder Shoe Mfg. Co., Seattle, Wash.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kingsbrow Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *197 Sears, Roebuck Shoe Factories, (Factory No. 5), Holbrook, Mass.

- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levie Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 129 The Scottsmith Co., Brockton, Mass.
- 130 Flske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holiston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.
- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.

- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Mooar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.

- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *342 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.

- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381, Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massillonville, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *188 Wichert & Gardner, Brooklyn, N. Y.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Elsenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES	Page
RUSSIAN LIBERTY	1
FREEDOM OF THE WORKER	4
INJUNCTIONS A HINDRANCE	6
THE GAMBLING INSTINCT	8
 EDITORIALS	
COMPULSORY MILITARY SERVICE	9
ARMY SHOE ORDERS	10
INDUSTRY AND ECONOMY	10
REGULATION OF FOOD PRICES	11
CONSERVATION MAD	12
THE SITUATION IN LYNN	14
BRIEFS	14
 FRENCH DEPARTMENT	16
 AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

RUSSIAN LIBERTY

THE biggest single achievement of the great European war to date is the Russian revolution by which, in a few days, the greatest autocracy in the world suddenly became a democracy and bids fair to become a republic. This is a very significant event aside from the liberalization of the vast country represented, because it signifies the onward march of democracy in all the world.

We wish to quote from two of our exchanges upon this most important event. The Labor Clarion of San Francisco says: "The news which came from Russia like a bolt of lightning from a clear sky last week cheered the hearts that love democracy and held out the possibility that the hope entertained by many that from the incarnadined fields of Europe the flower of democratic institutions might spread throughout the world.

"Though the unhappy millions of despotic Russia have for centuries been planning to throw off the yoke of oppression and take into their own hands the reins of government, no one on this side of the Atlantic even dreamed that the happy consummation of their hopes was so near at hand, and therefore the report of the successful revolution came to them with a shock.

"He would, indeed, be a reckless man who would attempt to say at this early date that a real democracy would be the immediate outcome of the Russian upheaval, or that anything more than a long stride in the direction of democracy had been taken, because people do not usually step from the depths of despotism to the heights of freedom in one bound.

"While the power and pride and dignity of an Emperor have been swept aside by those now in command of affairs, it must not be forgotten that the ambitions of men are yet to be dealt with and that the people of Russia have not had the opportunities for equipping themselves to meet such prob-

lems as have been enjoyed by the citizens of free America. They have been a subject people, unaccustomed to the ways of freedom, and can, therefore, not be expected to deal with the problems of self-government in the enlightened fashion of those schooled in the practice.

"History teems with wars and revolutions and schemings of ambitious men, and it would be expecting too much of the Russian people to hope that they, with their clouded vision, could so easily achieve the ideals they doubtless seek, but the hope is not a vain one that this result will lead ultimately to 'government of the people, by the people, and for the people,' not only in Russia, but throughout the civilized world.

"The spirit of democracy, just now dominant in Russia, is beginning to show itself in Germany, Austria and England, and will undoubtedly continue to gain strength at a rapid rate until it permeates every nook and cranny of the world.

"In the history of the human race there have been many experiments having as their basis the brotherhood of man and his right to govern himself, and though thousands of them started out with sound principles and hopes flooding high, most of them were wrecked on the shoals of human ambition urged on by that most powerful of all instincts—human selfishness. But it remained for the government that George Washington piloted through the trials of its first years and that Abraham Lincoln suffered to prevent from perishing from the earth, to give to the world its grandest example of the truth that 'governments derive their just powers from the consent of the governed,' and that only under such conditions can the human race reach its highest degree of brotherhood and happiness.

"If the blood-spilling in Europe shall have been responsible for the earlier dawning of

the day of liberty, and justice, and brotherhood, then it will not have been altogether in vain."

The following quotation is made from *The Garment Worker*: "We do not believe there is an American citizen who understands the true significance of democracy but who rejoices in the fact that the Russian people have arisen in their might and overthrown the imperial power of the house of Romanoff."

"What the Russian people have accomplished is one of the world's greatest events. That it should have been accomplished at this time with so little bloodshed and with so little disorder in the administration of an empire is one of the marvels in this age of great wonders."

"It is difficult to conceive the remarkable character of the Russian revolution and its results when one realizes that for more than a thousand years its government had been an absolute monarchy and the will of its sovereign and his ministers the supreme law of the empire. That nearly 200,000,000 people should have responded to the call to freedom with such a unanimity shows that the spirit of freedom had not been crushed in the Russian heart under the iron heel of despotism."

"The love of freedom is inherent in the human character, and though it may be forced from expression by oppression it ever abides its opportunity to burst forth into a flame that will consume the dross by which it has been smothered."

"For many generations the Russian people have been pressing forward toward the goal of democracy. Slowly has the progress been made, but now a little and then a little advance has been made, and in every move forward the people have been able to see the dawn of the twilight of their emancipation."

"With the upward pressure of popular demand for more freedom and for a more representative government came the birth of the Duma. Weak as it was to all appearances in overthrowing absolutism, its power was much greater than apparent. It was the educating force that was steadily laying the foundation for popular government in Russia. What appeared at times to be its failure was in fact the creation of a triumphant force that in the brief period of a few days has swept away the tyranny and the oppression that is inherent in a government founded on absolutism which had flourished for centuries."

"What American heart, imbued with the great principles of our democratic institu-

tions, does not rejoice in the overthrow of the absolute dynasty of the Romanoff?"

"To the union workingman especially there comes a thrill of joy in the triumph of democracy. It is through the inculcation and the spread of democracy that the workingmen are to be led onward toward the realization of a democracy in industry that will mean freedom in controlling the forces that now operate for their oppression."

"It is our belief that the revolution has permanently overthrown absolutism in Russia, and our hope is that the houses of the Hohenzollerns and the Hapsburgs may meet a similar fate so that never again shall the imperial power, which rests on militarism, again drench Europe in the blood of its peace-loving people."

"That this great republic may hasten to extend the hand of fellowship to the Russian republic in its recognition of its stability among the nations is, we believe, the earnest desire of every American citizen. What act could be more appropriate than for the United States government to be the first to welcome the new Russian democratic government? Such an act would be an honor to our government and its people."

Some skepticism is expressed as to the stability of the new Russian government. Some conservative people view the change as too radical and too sweeping to be representative of the Russian people; while others express the fear that the military effectiveness of Russia will suffer from the change and that Russia will be a source of weakness to the Allies.

As to the first point, we think it overlooks the important factor that the zemstvos have played of late in the Russian government and in the revolution. As we understand it, the zemstvos is a sort of federation of the local civil governments within the national government. To parallel the case, suppose that every town and city in the United States was represented as a municipality in a sort of municipality convention or league, and that through these means the local governments made their wishes known to Congress. This is, as we understand it, precisely what happened in Russia, and that since the establishment of the Duma, which is the Russian Congress, the zemstvos have been very active in representing the sentiment of the local civil governments. We understand, also, that it was the zemstvos standing behind the Duma that practically forced the revolution and made it successful.

The zemstvos have been very active in helping to carry on the war. We understand they have had representatives in the United

States endeavoring to raise money on local works of art for war purposes or for Red Cross work. It appears that the zemstvos are very loyal to Russia and utterly opposed to the German influences that have been referred to in Russia as the "dark forces."

If this is a correct view of the Russian situation, then it must be admitted that the Russian revolution, through the zemstvos, really represents the best thought and patriotic determination of a very large portion of the Russian domain. It may fairly be inferred that, while a large proportion of the Russian people are illiterate, the zemstvos represent the most intelligent and the most patriotic local men of power and leadership.

It may fairly be presumed that the Czar and his powerful following would not have given up so easily except that they understood that the movement for the revolution was widespread and irresistible. One proof of its genuineness is the wholesale return of the political exiles from Siberia and elsewhere.

As to the effect upon the conduct of the war, it seems clear that one of the reasons of the revolution was the failure of the old government to prosecute the war as well as the treachery and treason of many of the high officials who were under the German influence. Since the Russian revolution represents loyalty to Russia and resentment against betrayal to Germany, and since it has been proved that the soldiers of democracy in France and England have succeeded in demonstrating their ability to fight successfully with the legions of the military autocracy, we may fairly expect that the soldiers of Russia will be more effective in the future as a fighting force than they have been in the past, and that Russia's contribution to the extension of liberty for the individual throughout the world will not be lost.

MAKE THEM SHOW YOU THE UNION LABEL BEFORE PURCHASING.

It is now the time of year when we must be rebuilt as to our wearing apparel.

For as much as we may dread it, a change of season is encroaching upon us, and we must shed our older wears and invest in new ones commensurate with the changing temperature and our purchasing powers.

But we've got to get them, and whether for the head, feet or other body coverings we've an opportunity available to do the fair thing towards those who have obtained fair conditions under which they work while

shaping and making these multitudinous articles of wearing goods.

Those who make these lines of necessary apparels are waging a constant struggle to keep the union label thereon and representative of the nearest approach to equitable work conditions obtained by those whose minds and hands design and make them.

They ask of us, who are also constantly insisting upon the right to enjoyment of union conditions, that we play fair with them to the extent of practicing good union consistency, and always make it our business to insist that the union label, representative of the craft making the article, is visible upon them.

They are quite within their bounds of propriety when reminding us of this matter, and we are very much astride the union labor ethics we hold out before the labor world as being representatives of, if we do not keep their appeals in mind when making our investments in these things.

This question is always in order, and we should always make it the first order of business when in mercantile establishments.

But just now it is especially so from the fact of such a fight on part of factories to have open shop (non-union shop) conditions prevail.

The only sure and permanent assurance of maintaining humane working environments in factories and workshops is by a continual insistence upon being shown the union label on your purchases.

Let us be firm in our insistence about this matter, for it is right and just that we do it.—
Ex.

DEFINITION OF ETERNITY.

A colored minister down South was conducting a revival without much success. At last, however, he awakened his congregation by asking:

"Does yo' know what eternity is? Well, bredren, I tell yo'. If one of dem li' sparrows what yo' see roun' yo' garden bushes was to dip his bill in de Lantic Ocean an' take one hop a day and hop across de country an' put dat drop of water into de 'Cific Ocean, an' den hop back to de 'Lantic Ocean—jes' one hop a day—an' if he keep dat hoppin' up 'twell de 'Lantic Ocean was dry as a bone, it wouldn't be break o' day in eternity!"

"Dar now," said one of the brethren, "yo' se foh yo'self how long eternity is."—
Everybody's Magazine.

FREEDOM OF THE WORKER

THE freedom of the worker is a much talked of topic these days. Some think his conditions are ideal. Recently I listened to college professors and other educators discuss the good working conditions of the miners and the high wages they receive; in fact, it was mentioned that a miner now gets ten dollars per day. It made me smile. I only wished it were true. The freedom of the wage worker amounts to very little. He is free to wear shabby clothes, patched overalls, a battered hat, cheap shoes and poor underwear. He is free to work cheap, long hours in unsanitary shops, under poor conditions. If dissatisfied he is free to quit and take chances of finding work elsewhere. As his labor is his only source of income, starvation stares him in the face when he quits work. If he asks for shorter hours, better wages, increased pay for overtime, the abolition of piece work and lump work system, better ventilated shops to work in and improved conditions under which to work, he is looked upon as a hindrance to prosperity. He is told he is interfering with his employer's business and that such requests cannot be considered or granted. Does this look very much like freedom? Are the prospects of the worker very pleasant, promising and bright, under such circumstances?

"Little pleasures and much sorrow,
Is the toiler's every day,
And he finds that each tomorrow
Makes him poorer than today.

In the shop or in the factory,
Dreary is the toiler's life,
Few the playthings for his children,
None the luxuries for his wife."

The liberties that the wage workers have, small though they be, are curtailed by the courts very often. We have in mind that Judge Humphrey, a few years ago, in the United States District Court of Southern Illinois, issued an injunction against certain members or organized labor in the city of Quincy, Illinois, prohibiting them forever, and forever and a day afterward, from in any manner interfering, hindering, obstructing or stopping the business or work of a certain firm in that city, and further:

From assembling, congregating or patrolling upon, about or near said firm's place of business, premises, grounds, yards, shops or tracks, or the streets, alleys, approaches and places adjacent or leading to said place of

business, premises, grounds, yards, shop or track, or upon, about or near any place where any of the employees of said firm board or live, or the streets, alleys, approaches and places adjacent or leading to any such places where any employee lodges, boards or lives, for the purpose of compelling or inducing or soliciting any of the employees of said firm to leave its services or to refuse to work for it.

From conversing with, or seeking to converse with any employee of said firm or any person who may become an employee of said firm without first obtaining the consent of such employee or person.

From using vile and opprobrious epithets toward any employees of said firm or any person who may become or seek to become an employee of said firm, or calling at him or them, "scab" or "soul."

From cursing and swearing at the employees of said firm or any person who may become or seek to become an employee of said firm.

From throwing any rocks or missiles of any kind at any of the employees of said firm or any person who may become or seek to become an employee of said firm, or at any of the property of said firm or at any of said employees or persons.

From stepping on the feet or any part of the feet of any of the employees of said firm or kicking stones, rocks, gravel or dirt against their feet.

From organizing and maintaining any boycott against said firm or any of its products.

From attempting to create or enforce any boycott against any of the employees of said firm or any person who may become or seek to become an employee of said firm, and from attempting to induce people in their respective neighborhoods or elsewhere not to deal with them.

From attempting to induce customers or prospective customers or other persons to abstain from working or accepting work from said firm, or accepting any of the products of said firm.

From attempting to prevent by threats or injury, or by threats of calling a strike, any person, firm or corporation from accepting work from or doing work of said firm.

From sending any circulars or other communications to customers of, or other persons who might deal with or transact busi-

ness with said firm, for the purpose of dissuading such persons from so doing.

From combining, associating, agreeing, mutually undertaking or concerting together, or with other persons for the purpose of doing or causing to be done any of the aforesaid prohibited acts.

And from doing other things too numerous to be mentioned here.

If they had only been prevented from breathing their troubles would soon be ended. Did you ever hear of an injunction of this nature or a similar one being issued against employers or employers' organizations? And yet they have had the boycott in full swing for many years past in the form of the blacklist. Evidently the employer has many more privileges than the workman. He is free to hire whom he pleases, he is free to employ women and children in his business, he is free to use machinery instead of men, he is free to overstock the market. He is free to close his shop if he likes; he is free to undersell his competitors; he is free to monopolize, if he can, some particular part of the industry for his own benefit; he is free to buy at the lowest figure and sell at the highest possible price. In fact, his freedom seems to be unlimited.

He tells the poor workingman who wants better conditions that he is interfering with his business, that he will not be dictated to by him or his unions, and, in the same breath, says: "I sympathize with labor; workmen must be protected; they are our greatest asset. They should organize for their own benefit and they should not be prevented from doing so, but they should not, however, interfere with their employer's business."

This sympathy with labor from all sources is becoming boresome and tiresome. One would think from these expressions that the wage worker and his conditions are matters of serious thought and grave concern. If employers and others who sympathize with labor want to see the workers happy and contented they must treat them differently and more humanely than they have done in the past. "Man's inhumanity to man makes countless thousands mourn." Give the workers better wages, shorter hours and fairer conditions under which to work; give them some of the liberties that others enjoy, and you, sympathizers with labor, will be contributing your share toward the elimination of industrial discontent and industrial unrest.—The Carpenter.

THE MAN WHO COUNTS.

He's the one who stands ready,
With muscle and brain
To help some poor comrade
His rights to obtain.
He's the one with a heart
Most noble and true,
Is ever ready to help mankind,
And womankind, too.

To reach for a comrade
Who is down in the mire,
To help each poor worker
Climb a little bit higher.
For self not aspiring
But for others to do
To help elevate mankind
And womankind, too.

He's the one with ambition
Who never says "quit."
Who sticks to his job
With a tenacious grit.
He stays with his task
Till his day's work is through;
Always boosting up mankind,
And womankind, too.

He's the man to admire,
But sad to relate,
The roses of glory
Generally come too late.
And the praises he gets
Are scattered and few
For helping all mankind
To dare and to do.

But perhaps in the future
A crown he will wear;
And the roses of glory
May come to him there.
Where man will be reckoned
For the good he has done,
For helping mankind
Some evil to shun.

E. G. N.

HUMORESQUE, THE WISDOM OF SOLOMON.

Two men were arguing about the nationality of a man of their acquaintance. Not being able to decide, they referred the question to an Irishman, who was passing.

"Say, Pat," one asked, "if English parents had a son born in France, would he be a Frenchman?"

"Arrah, now," said Pat. "If a cat should have kittens in the oven, would they be biscuits?"

INJUNCTIONS A HINDRANCE

THE average wage earner may not know all about the theory of injunctions, but he knows very positively that injunctions have helped employers to defeat demands for more equitable pay and more wholesome working conditions and hours. The injunction as a strike-breaking agency is of comparatively recent development—but it has been used extensively.

This degrading use of an agency of justice originated in the federal courts—the practice became a disease that threatened to destroy the benignant purposes of institutions of justice as well as organized effort to further human welfare and work out ideals in the workaday world. It was against this condition that the American Federation of Labor directed its active non-partisan political policy, and won the victory set forth in the labor sections of the Clayton Antitrust Act.

Immediately upon this victory employers transferred their anti-union injunction campaign to State courts. No more convincing testimonial to the value of the much-discussed labor sections of the Clayton law could be given than the increasing applications for injunctions in State courts and the decreased applications for federal restraining orders and injunctions.

In order to maintain their rights and to hold open opportunities for the struggle for industrial rights and justice, the organized labor movement now seeks to enact State legislation providing the same limitations and regulations of judicial injustice to hamstring labor unions in the interests of employers.

Many state federations of labor are making earnest efforts to secure this legislation during the present sessions of the legislature.

A decision rendered some time ago in the United States Circuit Court of Appeals for the Seventh Circuit may be useful to those furthering these measures.

The American Steel Foundries of Granite City, Illinois, secured an injunction against the Tri-City Central Trades Council enjoining and restraining them from interfering with employees of the company by persuasion or with any one seeking employment with that company. Picketing was forbidden, also assembling, loitering or congregating near or on the property of the American Steel Foundries. The injunction was identical in form and purpose to hundreds issued by courts to "settle" labor disputes.

An appeal was taken to the United States Circuit Court before Judges, Mack, Alschuler and Evans. Judge Evans delivered the opinion of the court, which contained the following:

"In the pursuit of a lawful purpose to secure a raise in wages, picketing may be employed, as this court has held, to ascertain whom the late employer has persuaded or attempted to persuade to accept employment, and persuasion may be used to induce them to refuse or quit the employment. . . . Undoubtedly picketing and persuasion would interfere with plaintiff's conduct of its business in that it would make it more difficult for it to retain old employees and to hire and keep new ones. Indeed, the very act of striking often seriously interferes with that 'free and unrestrained control and operation of the employers' business' which the plaintiff here alleges as an object of the conspiracy charged; but the lawfulness or unlawfulness of the strike is not to be tested by such incidental effect of it. And so it is with persuasion and picketing, properly carried on in the interest of a lawful strike.

"The right to strike to secure higher wages and improved conditions of labor is too firmly established to necessitate further elucidation. From the record here we can reach no other conclusion than that the object of this strike was to secure for plaintiff's employees the November wage-scale of the union. Nothing appears in the record to indicate that this was not in good faith, or to raise the suspicion that the strike was a mere cloak to cover a deliberate purpose to interfere with the plaintiff's conduct of its business, or to injure and destroy its business and property. The purpose being lawful, if unlawful means are used to effectuate it, such means can not be made to reach back and taint the purpose itself with unlawfulness, and thus render unlawful all the acts in its furtherance.

"The laborer may be strictly within his rights, although he obstructs 'the free and unrestrained control and operation of the employer's business.' The right to strike must carry with it by implication the right to interfere with the employer's business to a certain extent. The right to persuade prospective employees by legitimate argument must of necessity interfere with the employer's business. Where labor is essential to the successful conduct of a business any interference with that labor is an inter-

ference with the employer's business. But whether the interference with the business is lawful or unlawful depends upon the facts in each case.

"The order in the instant case fails to recognize this difference between the lawful means of interfering with another's business as an incident to the party's own right and unlawful means adopted by the same party. Methods may be considered lawful even though the employer's business is interfered with because such methods are incidental to the right of the employe, which right should be and is recognized as equal to the right of the employer.

"Plaintiff's further contention that the defendants were not its employes at the time of the strike, and therefore had no right to picket or persuade by argument those about to enter plaintiff's employment is not well taken. It is true a striker is not technically an employe. The relation of employer and employe is temporarily suspended during a strike. The situation has been described as 'A relation between employer and employe, that is neither that of a general employer and employe, nor that of employer and employe seeking work from them as strangers.' Neither strike nor lockout fully terminates during the strike the relationship between the parties.

"Among the defendants in this case there were some former employes. Many of the plaintiff's employes at the time of the strike were members of the defendant's organization, the Tri-City Central Trades Council. These facts disprove the charge that the defendants were merely intermeddling in the affairs of a company in which they had no interest. Under these circumstances, it can not be said that the labor organization was an intermeddler or that its course was contrary to the wishes of its members or the wishes of the plaintiff's employes.

"In so far as the decree restrains all picketing and all persuasion and all interference with the plaintiff's free and unrestrained control of its plant and the operation of its business it transcends the limit of proper restraint, and should be modified so as to eliminate therefrom any restraint of defendants from doing lawful acts as indicated herein. The order of this court for the modification of the decree in the Allis-Chalmers case will afford sufficient and proper guidance for the modification of the decree herein."

This decision reflects the widening that is coming in judicial concepts. It foreshadows progress toward economic justice and freedom.

A republican form of government of itself does not insure real freedom. The chief interests of living are concerned with economic affairs. So long as control over material civilization is highly centralized and in the hands of a few individuals, there is no such thing as equal economic opportunity. The struggle for economic freedom has been one of heroic sacrifice, courageous hope, and human idealism.

Justice and rights have a very real significance when they grow out of every day relationships.

Control in the economic world has thus far been exercised by those who own the materials or control credits. With the coming of industrial democracy that control will be shared by those who own and contribute human labor power.

The enactment of State legislation to regulate and limit the use of the injunction writ will clear the way of hindrances to industrial democracy.—Samuel Gompers.

ALWAYS ON THE JOB.

If trade unionists would take example set for them by chambers of commerce and business men's organizations throughout the country there would be no reason for complaint of lack of attendance at meetings. he business men meet every day, when they cultivate friendships, exchange thoughts, listen to the reports of their committees and an occasional outsider's speech, lounge a few moments after lunch, and part, strengthened with renewed allegiance of co-operation in common interest. Labor cannot conveniently meet every day, but it can meet once or twice a month, and if the results of the mutual co-operation of business men is any criterion, it would abundantly pay the workers. Do not think these business men idle away their time at these noonday and evening sessions. They occupy every moment of that time in the interest of their business. Not a small part of their discussions are economic and relate to labor. That is business, too.—Motorman and Conductor.

THE HONEST BAZAAR.

Last Resort—A Scotch minister in need of funds thus conveyed his intentions to his congregation:

"Weel, friends, the kirk is urgently in need of siller, and as we have failed to get money honestly we will have to see what a bazaar can do for us."—Tit-Bits.

THE GAMBLING INSTINCT

GAMBLING is one of the most deep-seated instincts in the human soul. And naturally so, says science, for life itself is a gamble. Only those animals which took risks, hoping that they would succeed, would have survived in the primeval struggle for existence.

Says a noted psychologist: "Consider the sparrow seeking its food in the street, consider the sly fox and the timid hare—in fact, all the undomesticated animals, and you will see what a gamble animal life is. From the moment of birth on through childhood the human being gambles with nature for its existence, and how very often does it lose! Later, when the young man has to choose a profession it's a gamble; when he marries, it is still a gamble, and so it continues to the end of his days.

"War is the greatest gamble of all, and commerce would not be if men were unwilling to run risks and take chances. What inventions, think you, should we have if scientists did not now and then take a gambling chance in their experiments? The scholar who writes a book and the publisher who brings it out take a chance; the physician takes a chance every day of life; so does the lawyer, the business man, the soldier, sailor, miner, policeman, detective, the bridge builder, the street cleaner, the fireman, the farmer—the factory man—indeed, it would be very difficult to find a trade or occupation in which the element of risk does not exist.

"I have tried to show in a few words that gambling pervades the warp and woof of our whole existence; that it is found among all people and in all ages, and that without it in some degree there could be no evolution or progress. This country, for example, would still be in the hands of the Indians if Columbus had not taken a big gambling chance; nor would it be larger than New England if the doughty pioneers had not risked their lives and blazed a way westward and across the Rockies. But examples are innumerable."

And then the psychologist goes on to explain why gambling has such a powerful fascination for us, so that we sometimes leave our homes and business and indulge in it for days at a time—why, for example, all the laws against it, from the Egyptians down, have often been honored more in the breach than in the observance.

"In the first place, it is because gambling is such a deep-rooted instinct, and instinct

is more powerful than reason, custom or law," continues the psychologist. "Our minds are like sky-scrapers which have been in progress of construction from the beginning of time. Each century or two adds a new story, but the foundation and the ground floor were built in the dawn of history, and it is in these that we spend most of our time. And what are the foundation and ground floor of our mental sky-scrapers? Instincts. In spite of our boasted civilization and culture we are still, to a large extent, creatures of instinct. Gambling satisfies our instincts to run a risk or take a chance in the hope of gain, and because it is generally a contest it appeals to our instinct hunger for the joys of victory over our opponents. To compel your opponent to acknowledge you his master—has there ever been greater satisfaction? See the happy, self-satisfied expression on the face of the girl who has won first prize at a whist party and you will get an inkling of what the gambler's feelings must be.

"Again, gambling satisfies some old superstitions about luck which are stored away in the cellar of our mental structure, like ancestral heirlooms. 'Try your luck!' barks the fakir at the fair, and, whether he knows it or not, he is appealing to the oldest propensity in our souls. Who will not spend a few cents to find out whether he is lucky, and how many men trusting in the wheel of fortune, as the Greeks did in the Delphic oracle, have launched into business ventures which they otherwise would have hesitated to undertake?

"Superstition lurks in all of us. We like to think that we are the favored ones of fortune, the chosen one of the gods; but in the gambler these superstitions become almost a religion. A whole book might be written on the many absurd things they do in the belief that it will bring them good luck. But the gambler has only in exaggerated form that which exists in all of us.

"Finally, its greatest charm to many is that they can thereby require wealth without working. To earn one's bread by the sweat of the brow is no disgrace, but there are not many who would not prefer to earn it in easier ways, and anything that holds forth an opportunity to do this will necessarily be powerfully fascinating."

Such are the motives and impulses that lead men to gamble. How to remove these motives and withstand these impulses are other problems.—*The Layers' Journal.*

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers.
Address all letters to the Editor and
Manager.



CHARLES L. BAINE,
246 Summer Street,
Boston, Mass.

COMPULSORY MILITARY SERVICE

AT this writing both branches of the United States Congress passed measures involving compulsory military service, the only difference between the House and the Senate being as to the maximum age—one branch holding that the age should be from 21 to 27, while the other branch insists that the age be from 21 to 40. There is an impression that this difference as to age will be compromised to the maximum figure of 35.

Thus we have at this moment practically enacted into law compulsory military service in the United States at the very beginning of the conflict; for it is entirely probable that the difference between the House and the Senate as to age will reach an agreement in conference committee and that the bill will be enacted into law and signed by the President, before this issue reaches our members.

There has been some violent opposition to the idea of conscription—for this is practically conscription—although sometimes called the selective draft. The measure makes every able-bodied man, between 21 and whatever maximum age limit may be fixed, available and liable for military duty, unless he belongs to certain classes that are exempt. These exemptions, in a general way, are farmers engaged in foodstuff production, minors engaged in the production of coal, and workers in munition shops or factories producing military supplies.

There are further exemptions in favor of those having dependents to support. In short, those who can be spared for army ser-

vice will be required to give it, while those whose services are imperatively needed in food production, fuel production, and in the maintenance of dependent families will be exempt, but under such regulations as may be prescribed by the military authorities.

Objection has been made to this measure that it is of a compulsory character, inconsistent with free institutions, but what shall be done when the life of a nation hangs in the balance? If each citizen is permitted to exercise the privilege of being a slacker, there will be no army.

Neither is it fair that those who are patriotically inclined shall volunteer and do the fighting for those who are less patriotic.

So far as the rights of the individual citizen is concerned, we take it they are merged in the rights of the nation as a whole, and there comes a time when the citizen owes everything he has, including life itself, to the defense of his country and its rights.

But whatever opinions may be entertained as to the merits of compulsory military service as compared with the volunteer system, which has broken down in every great emergency, the fact is that the constitutional authority within the United States has adopted the principle of compulsory military service at the beginning instead of fooling away six months or a year to find the volunteer system a failure, and then perhaps have draft riots as occurred in a number of our large cities during the Civil War, 1861—1865.

Another objection that has been made is that compulsory military service is destructive of democracy. For our part, we do not agree with this view. We believe the idea, that every man able to bear arms is liable for service, promotes democracy and a recognition of their common duties of citizenship.

We have no right to assume that this war will be a pink tea-party. We have every reason to expect that the struggle may be long and extremely costly. It is wise, therefore, that we start on a broad scale; that we organize in a competent way, that we do whatever duty may be allotted to us with fortitude, realizing that first of all we are Americans; that we stand for American institutions and liberties, and that we will preserve them at all hazards.

ARMY SHOE ORDERS.

THE United States government has inaugurated a policy in the placing of army shoe contracts, to which we must enter our decided objection. We refer to the fact that so far the practice has been for a long time to award army shoe contracts to non-union shoe manufacturers.

This policy appears to be pursued by the war department at the present time as, in the placing of recent contracts for army shoes, only one of the numerous shoe manufacturing concerns that are employing union labor received any part of the contracts awarded.

This is the first time that the United States government has placed any part of an army shoe contract with shoe manufacturers employing union labor, and, as said before, this small fraction was only awarded because another, and a non-union, concern could not furnish all the shoes called for by the contract, so, for the first time, a union stamp factory got a little bit, a sort of spill-over, from the contract.

Now we would like to call the attention of the government to some phases of this matter; first, we are about to engage in a war in which a large number of men—possibly two millions; perhaps ten millions—are to be taken from productive work and made a part of the military and naval forces of the United States. When these men enter the United States service, they cease to be purchasers of shoes, but they become wearers of army shoes. The shoe business represented by these two millions of men is then done with the army shoe contractors, and if the government discriminates in favor of the non-union shoe concerns and against the numerous shoe concerns using the union stamp that are qualified to make shoes for the army and navy, it leaves the union shoe workers and their fair employers—the men who have tried to preserve industrial peace in the shoe industry—minus the business of these men, at the same time, minus the business represented by the families of these men, being restricted in their purchases of footwear because the family income will be less.

It might be said, but not truthfully, that the union stamp factories are not qualified to make these shoes. The proof of this statement lies in the fact that a large percentage of the shoes made in this country for the Allies have been made in union stamp factories. The purchasing agents for these shoes for the Allies were in a free field

and could buy where they liked. They were under no obligations as between union and non-union shoe factories, but they did give most of their contracts to the union shoe factories, and to the credit of the union shoe factories be it said that these contracts were filled without strikes or delays incident to labor troubles.

Now it seems to us that a policy that was good enough for the Allies when they were free to do as they liked, ought to be good enough for the United States, and this aside from the discrimination that the United States government would be exercising if they continue the policy of giving the army and navy shoe contracts to non-union shoe manufacturers.

We wish to mention in this connection that in Canada at the beginning of the war army shoe contracts were placed with a non-union shoe concern. Our members in Canada made objection to the Canadian government, and thereafter the Canadian army shoe contracts were awarded to factories using the union stamp.

Again, members of this union are liable for military duty. Some have volunteered; others are willing, and we expect that a large number of the members of this union will enter the service of the United States. Is it fair that the government shall discriminate against the union shoe workers and against the manufacturers who have recognized that the organized wage earners have rights that are to be respected? Is it fair that the United States government shall award contracts, work, wages and profits to those shoe manufacturing concerns who have refused to recognize the wage earners' rights? We wish to enter our most serious protest against the shoe business of the army and navy being placed by the government with non-union concerns with the tendency to destroy organized labor and to exalt and fatten its enemies.

INDUSTRY AND ECONOMY.

IN a proclamation to the American people, President Wilson has called attention to the imperative need of industry and economy throughout the continuance of the war in which we are now involved. We quote from that proclamation as follows:

"Let us say to the middlemen of every sort, whether they are handling our food-stuffs or our raw materials of manufacture or the products of our mills and factories: The eyes of the country will be especially upon you. This is your opportunity for signal service, efficient and disinterested.

The country expects you, as it expects all others, to forego unusual profits, to organize and expedite shipments of supplies of every kind, but especially of food, with an eye to the service you are rendering and in the spirit of those who enlist in the ranks, for their people, not for themselves. I shall confidently expect you to deserve and win the confidence of people of every sort and station.

"To the men who run the railways of the country, whether they be managers or operative employes, let me say that the railways are the arteries of the nation's life, and that upon them rests the immense responsibility of seeing to it that those arteries suffer no obstruction of any kind, no inefficiency or slackened power.

"To the merchant let me suggest the motto, 'Small profits and quick service;' and to the shipbuilder the thought that the life of the war depends upon him. The food and the war supplies must be carried across the seas no matter how many ships are sent to the bottom. The places of those that go down must be supplied and supplied at once.

"To the miner let me say that he stands where the farmer does. The work of the world waits on him. If he slackens or fails, armies and statesmen are helpless. He also is enlisted in the great service army.

"The manufacturer does not need to be told, I hope, that the nation looks to him to speed and perfect every process; and I want only to remind his employes that their service is absolutely indispensable and is counted on by every man who loves the country and its liberties.

"It is evident to every thinking man that our industry on the farms, in the shipyards, in the mines, in the factories, must be made more prolific and more efficient than ever, and that they must be more economically managed and better adapted to the particular requirements of our task than they have been; and what I want to say is that the men and the women who devote their thought and their energy to these things will be serving the country and conducting the fight for peace and freedom just as truly and just as effectively as the men on the battlefield or in the trenches.

"This is the time for America to correct her unpardonable fault of wastefulness and extravagance. Let every man and every woman assume the duty of careful, provident use and expenditures as a public duty, as a dictate of patriotism which no one can now expect ever to be excused or forgiven for ignoring."

Surely no good citizen can take exceptions

to anything said in the foregoing. Some business have thought it proper to publish the foregoing as paid advertising, while some publishers have given advertising space to its reproduction. Anything that any citizen can do to further any of the objects set forth in the above quotation from the proclamation of President Wilson is a duty and should be done. What he has said about the unpardonable fault of wastefulness and extravagance is especially to the point.

The President calls the attention of the middlemen to their duty of prompt service and to forego unusual profits. The railroads are called upon for efficiency in transportation. Merchants, miners and manufacturers are called upon to perform their part, and the men on the farms are asked to produce the food not only for ourselves and for the Allies, but for such percentage of it as may be sunk by submarine warfare.

It is a giant task that we have before us. The President calls us to our duty in clarion tones, and no matter what our previous opinions may have been, at this moment we can have no other conception of duty except from the standpoint of Americans serving America first.

REGULATION OF FOOD PRICES.

IT seems to be necessary that legislation be enacted for the regulation of the prices of food products and the other necessities of life. The President, as we understand it, has called upon Congress for authority in the matter, and it seems to be high time that some action was taken.

The different European governments have found it necessary to set a limit upon the prices of the necessities of life, and we shall ultimately be required to do the same thing. We are aware that this is a new principle in American legislation; we are aware that there is a precedent being established that may be far-reaching; for if the government can fix the price beyond which merchandise cannot go, it can also fix the price beyond which the wages of labor cannot go.

But there are times when precedents have to be established as a matter of life and death. Without being actually engaged in the war, we have seen the price of the necessities of life advanced by leaps and bounds.

It has been predicted of late that flour would be \$20 a barrel, and coal \$25 a ton. At the time of President Wilson's first election, the writer heard a man say that the significance of the election was that no piece of pork was worth 30 cents a pound. In

other words, the election was a protest against the high cost of living.

What the man referred to was the fact that sliced bacon was then about 30 cents per pound. Now, only the other day, the writer paid 38 cents per pound for bacon in the strip.

It is predicted that fresh eggs will be a dollar a dozen in the large cities the coming winter. Butter is higher than ever before known. Sugar is high.

In every direction prices have advanced until the man earning \$3.00 per day is not as well off today as the man who earned \$1.75 ten years ago.

The rank and file of the people have the impression that these radical increases in prices are mainly due to speculation and extortionate profits. It is known that food speculators have been very active; that cold storage has been used for the purpose of withholding foodstuffs from the market in order to boost prices.

It is known that gambling in grain has boosted the price of flour and other cereal products. Just by way of illustrating the speculative feature, we wish to call attention to the fact that the next day after President Wilson asked Congress for power to regulate food prices, the price of wheat in the Chicago wheat gambling pit dropped 56 cents per bushel, the equivalent of \$1.50 or more on a barrel of flour.

When the mere mention of food price regulations reduces the price of wheat 56 cents per bushel in a single day, what would happen if legislation actually took place?

Some business interests have held up their hands in horror at the advancing wages of labor, but labor has not multiplied in wages. For instance, a carpenter told the writer that common wood screws—meaning the common flat head iron screws—used for woodwork, that he used to buy for 16 cents a gross, are now 65 cents a gross. What is there about the situation in steel and iron that has multiplied the worth of these screws by more than 4? Why is it that round steak that could once be bought for 12½ cents per pound is now 40 cents or 42 cents per pound?

If the wages of labor were multiplied as the prices of the articles they purchase have been, the mechanic who got \$3.00 per day ten years ago should be getting \$12.00 a day now.

This is no joke; for if the masses, of the people are compelled to continue to pay ever-increasing prices for the necessities of life, wage increases must continue, only they must be of a more radical character. In

other words, the money must be put into the pockets of wage earners before it can be taken out for the purchase of necessities at multiplied prices. Multiplied prices means multiplied wages.

In his effort at food-price regulation, the President is right. The people of this country will not be content to be exploited during the war period for the benefit of food gamblers and extortionate middlemen.

CONSERVATION MAD.

THERE are some people who always go to extremes, and because the President has advocated the extreme of industry and of productiveness together with carefulness in expending, and especially in the elimination of waste, we have seen people all over the country carrying the idea to extreme, in one form or another, to such an extent that, if they were numerous enough, they would destroy business altogether.

Immediately upon the heels of the proclamation of the President, Mr. Howed E. Coffin, a prominent member of the National Council for Defense, issued a public warning to the effect that if the people as a whole practiced economy to the point of stopping the purchase of goods, business in all lines would be destroyed.

As Mr. Coffin saw it, there was danger that the people might go conservation mad. For instance, it might be assumed that every person could get along with one pair of shoes, as some do, but the universal following of this policy would be pretty tough on shoe manufacturers and shoemakers. It is the fact that a great many people have a number of different pairs of shoes that makes the volume of the shoe business, and every additional pair of shoes purchased means the employment of so many more people in the making of the materials and in the making of the shoes.

If a man has only one suit of clothes, he can get along; but if he has two suits—one for every day and one for Sunday—he has given employment to the men who made the cloth, the buttons, the thread and so on; and also to the tailors who made the clothes, and he has helped those people to be able to buy shoes, and so on with hats, socks, ties, shirts, collars.

The watch is not an absolute necessity, but most people have them; consequently there are watch factories with employes. We can get along without the automobile, but the money that is spent for them employs a great many thousand people. Just now the temperance people are asking Congress to

stop the use of grain in the making of malt or spirituous liquors. No doubt people could exist without these things, which are in many cases harmful, but some believe coffee is harmful and poisonous. Surely it is not an absolute necessity, yet enormous quantities of it are consumed. It is said that tea is bad, and the crotchety disposition of some old maids is attributed to over-indulgence in that beverage.

There is an amount of intolerance and misrepresentation indulged in by extreme partisans that is worthy of notice. For instance, it has been said that some 650,000,000 bushels of grain per year have been used in the production of malt and spirituous liquors. It has been said that this amount has not only been an absolute waste of a national resource, but also that it has been an injury to the people. On the other hand it is claimed to be a fact that the actual amount of grain consumed in these industries was a little over 150,000,000 bushels or about one-fourth of the amount stated; and that after the grain has been so used, it has 60 per cent of its original food value for cattle feed. If this is true, the actual loss has been multiplied eight times in the misrepresentation.

If the manufacture of malt and spirituous liquors was arbitrarily stopped, there would be tremendous losses of capital; first, in the breweries and distilleries; second, in real estate values in those cities; third, in real estate values in cities with saloons and hotels dispensing these products; fourth, in savings bank mortgages based on these different forms of real estate; and fifth, among the depositors in savings banks holding the mortgages on the depreciated real estate. In other words, the financial loss would come right back to the thrifty wage earners.

There will be a loss of employment of thousands upon thousands employed in the manufacture and in the distribution thrown arbitrarily out of work and nothing given them to do in its place. All general business must be seriously affected by the purchases of hundreds upon hundreds of thousands of wage earners being withdrawn from the market for commodities.

We want it distinctly understood we are not pleading for the liquor business, but we do object to the livelihood of these hundreds of thousands of wage earners being swept away at one radical stroke simply because the extremists think they see an opportunity at a time of war to settle their one particular issue no matter at what cost to the many thousands of individuals directly involved.

There is good medical authority for the assertion that over-eating is responsible for

more human ills than the liquor traffic. Certainly if people gratified their appetites for food less, food conservation would not be quite so acute a question.

It may be that tobacco in all its forms—chewing, cigars, pipe-smoking, cigarette-smoking and snuff-smoking—is as injurious to the human race as the liquor traffic. Why not prohibit the growing of tobacco as well as the manufacture of it in any form? It is true that the people might return to the pennyroyal smoke of their youth. Any search for other weeds might discover something extremely harmful, even more so than tobacco, with the result of more shattered nerves and weak hearts and impoverished physical powers than tobacco gives us at the present time.

Another thing. Our drug stores are selling freely proprietary remedies containing harmful drugs. There are headache powders that are doing more to fill our insane asylums than any other single agency. If we are to undertake to regulate all human affairs by laws, let us make a clean job of it. In order to make sure that no person shall purchase anything that is not necessary, let us say that no person shall be permitted to purchase anything without first securing a permit from the proper government official, and no merchant shall be permitted to make a sale of anything except such permit be shown. These permits would make nice sales checks for the merchants so that the government officials can audit the business of the merchants.

In order to make this plan really effective, the consumer desiring to buy a paper of pins shall be compelled to account for his last paper of pins to see that he is not making an unnecessary purchase. An ice cream soda, being clearly without the pale of necessities, and moreover being composed of more or less harmful ingredients when indulged into excess, must be outlawed.

Under the reduced scale of consumption that such a policy would work out, we would have to work only a few hours to supply the needs. The writer does not wish to undertake to figure this out any finer, but is sure that having offered the idea in a rough state, there are plenty of lead-pencil experts and fanatics who can figure it all out to a mathematical certainty, at least to their own mind, and he hopes that those who are conservation mad will sit down with their lead pencils and busy themselves with these sort of calculations. It will be of some benefit if they will do so and thus endeavor to arrive at some idea of whence they are drifting.

THE SITUATION IN LYNN.

A LARGE portion of the shoe factories of Lynn are closed down. It is understood that this close-down of these factories was done upon agreement of certain Lynn shoe manufacturers; that upon the expiration of their labor agreements with the independent unions of Lynn, including the so-called United Shoe Workers, they would close down their factories and not re-open them again until they could be assured of more satisfactory labor conditions.

Accordingly, something like 30 shoe factories in Lynn suspended operations on or about April 20th, and the operatives formerly employed are out of work. Now we are not expressing any opinion as to the rights or wrongs of this controversy. As we understand it, the manufacturers claim that such wage or labor agreements as they have been able to make for a number of years have been unreliable; that notwithstanding that price-lists and conditions of labor have been agreed upon, the local unions have come in in the middle of the season, after the goods are sold, and violated the agreements and demanded extra compensation, which the manufacturers have been forced to pay, in order to deliver the goods to their customers. The Lynn manufacturers say that they will not tolerate this condition any longer.

On the other hand, the Lynn shoeworkers say that the manufacturers have violated the general spirit of the so-called peace agreements, that had previously existed, by locking out the employees. They say further that recent shoe seasons have been noted for frequent and mid-season changes of styles and that the conditions of the work have changed and that living expenses are going higher all the time, which necessitated higher wages and ever-increasing wages.

At all events the factories are closed and the independent shoe unions of Lynn consider themselves locked out. The members consider themselves entitled to lockout or strike pay, but it is not easy to see where they are going to get it. By their own act, they have set themselves aloof from the organized labor movement. They have made themselves independent, and they are independent at the present time. They are independent of affiliation with other unions of shoe workers, and consequently are independent of financial support.

Taking the United Shoe Workers as an example, probably more than nine-tenths of their membership is located in the city of Lynn, so that with more than nine-tenths of their membership out of work, if any as-

sessments are levied to provide benefits for those who are idle, they must be levied upon the men who are idle.

In a recent ad in one of the Lynn papers, the Lynn Manufacturers' Association says, "Three conditions and three alone for the successful conduct of the shoe industry in Lynn!

"Equality. 1. One Union, under one responsible head, with whom manufacturers can make a fair and equitable arbitration agreement unconditionally binding on both sides.

"Progress. 2. Price-lists arranged to permit competition with outside cities manufacturing a similar grade of footwear.

"Justice. 3. Adjustment of all disputes and factory conditions by State Board of Arbitration.

"These three conditions are absolutely essential for the successful operation of our shoe factories."

Thus comes to an end the notorious peace pact, the weakness of which we called attention to when it was made. We wish to mention, also, that there are three shoe factories in the city of Lynn using our union stamp, and these three factories are not involved in the present trouble, but are going along the same as factories elsewhere that use our union stamp.

Lynn had the opportunity to be working under the same policy that has proved successful in Brockton and in other places, but the Lynn shoeworkers were not satisfied; they wanted to play a little game all of their own, and they have done it. The result we see in the present situation in Lynn.

If Lynn could have the same conditions existing there now as exist in the city of Brockton, and have existed in the city of Brockton for a great many years, it would be worth a great deal to the city of Lynn; to its shoeworkers, and to its manufacturers.

BRIEFS.

The war is a terrible thing, but we are in it and it is not easy to see how we could keep out of it.

There is good evidence that the aspirations of Germany were for world-wide domination. Forty years of preparedness was to be used to conquer the world, including the United States.

If the United States had submitted to constant national insult upon the sea, there is reason to expect we would have been con-

fronted with further humiliation or war in the event Germany won. Therefore, there appears to be very little sentiment that it was possible for us to keep out of war.. This is shown by the overwhelming votes in Congress.

The vote in Congress for compulsory service was almost as overwhelming as for the resolution declaring that a state of war exists. This shows that the Congressmen and Senators were convinced that compulsory service was necessary to meet the conflict in a competent manner.

Each nation of Europe is fighting for its existence. No matter how the war started, we are confronted with facts that each nation is fighting for its existence, and our nation must do the same. With a world at war, the voice of the pacifist sounds weak and thin. The pound of fact outweighs the ton of theory.

Fighting for existence is one of the best little things we do. We are doing it all the time in our every day life. Each individual worker fights for his existence. Each union fights for its existence, facing all the foes within and without.

Our friends, the brewery workers, are fighting for their existence. If someone should discover that shoes are unhealthful and harmful, and should ask that legislation be passed prohibiting the wearing of shoes, we shoeworkers would not like it.

Some people might wish to exercise their individual right to wear shoes, and the shoe manufacturers and shoeworkers might feel as if they ought to be permitted to make shoes, but the passage and the enforcement of such a law would destroy the invested capital of the shoe manufacturers and throw the shoeworkers out of employment, bringing destitution to their families, and destruction to the community interests of the towns and cities that were formerly devoted to the shoe industry.

It may be said that no comparison can be made between shoes and beer—that one is beneficial, while the other is harmful—yet beer is just as much a habit with some people as shoes are with others, and there are certain barefoot cults that do not believe in shoes, and the only reason why they do not have their way is because they are not numerous enough.

The sixth biennial convention of the Women's Trade Union League will meet at Kansas City, Missouri, June 4th to June 9th, 1917. The League represents 150,000 organized working women in its affiliated membership. It is looking forward to women being called upon in increasing numbers to serve in industry as a result of the entrance of the United States into the war. For these and other reasons, the approaching convention is deemed of the utmost importance, and all affiliated organizations are urged to be present by duly accredited delegates.

The Bakery and Confectionery Workers' International Union America announce that they have been successful in thoroughly unionizing every plant controlled by the Ward Baking Company in the following cities: New York, Brooklyn, Pittsburgh, Newark, Cleveland, Cambridge, Providence and Baltimore. The agreement, which covers several hundred bakery employees of this firm, goes into effect on May 1st and provides for the introduction of the eight-hour workday and other valuable achievements concerning wages and union working conditions. The Ward Baking Company is the biggest baking concern in the United States and it is hoped that now—after a fight lasting for many years has been successfully terminated—other baking firms everywhere will follow the example set by the Ward Baking Company.

FACIAL MEASUREMENT.

A teacher one day asked her class if they knew which was the longest word in the English language. A small hand waved frantically.

"Well Johnny, what is the longest word?"

"Smiles," promptly answered Johnny.

"But that has only six letters!"

"Yes'm, I know it, but 't's a mile between the first and last one."

"I want to be excused," said the worried-looking juryman, addressing the judge. "I owe a man five dollars that I borrowed, and he is leaving town for some years. I want to catch him before he gets to the train, and pay him the money."

"You are excused," replied the judge in icy tones. "I don't want anybody on the jury who can lie like that."

—Interurban Journal.

: FRENCH DEPARTMENT :

SERVICE MILITAIRE OBLIGATOIRE.

Comme nous écrivons ceci les deux branches du Congrès des États-Unis ont adopté des mesures se rapportant au service militaire obligatoire, la seule différence entre la Chambre et le sénat se trouvant à-propos du maximum de l'âge—une branche croyant que l'âge devrait être de 21 à 27, tandis que l'autre branche insiste sur 21 à 40 ans. L'on croit généralement que des concessions se feront et que l'on s'entendra sur le maximum de 35 ans.

C'est ainsi qu' à ce moment, au commencement même du conflit, nous avons pratiquement établi une loi ordonnant le service militaire obligatoire aux États-Unis; il est entièrement probable que le différend en ce qui concerne l'âge entre la Chambre et le sénat va se régler en comité et que la loi sera adoptée et signée par le Président, avant que ce numéro de notre revue parvienne à nos membres.

On s'est opposé avec violence à l'idée de la conscription—car c'est pratiquement la conscription—quand même on lui donnerait un autre nom. Cette mesure met tout homme robuste, entre 21 et la limite de l'âge qui sera fixée, sujet au devoir militaire, à moins d'exemptions si l'on appartient à certaines classes. Ces exemptions, en général, sont les agriculteurs engagés à la production de tout ce qui peut servir à la nourriture, les mineurs de charbon, et ceux qui travaillent dans les établissements de munitions pour fins militaires.

D'autres exemptions existent aussi en faveur de ceux qui ont des familles à supporter. Enfin, ceux qui peuvent être employés pour l'armée seront requis de le faire, tandis que ceux dont les services doivent être donnés à la production de la nourriture, du chauffage, et pour le maintien des familles dépendantes seront exempts mais d'après des règles prescrites par les autorités militaires.

On s'est opposé à cette mesure d'un caractère obligatoire comme inconsistante avec nos institutions libres, mais que fera-t-on quand la vie d'une nation est en jeu? Si l'on accorde à tout citoyen le privilège d'être un retardataire, nous n'aurons pas d'armée.

De plus, il n'est pas juste que ceux qui se sentent poussés par amour du pays aillent volontairement se battre pour ceux qui n'ont pas de patriotisme.

En ce qui se rapporte aux droits individuels du citoyen, nous est avis qu' ils ne font qu'un avec ceux de la nation, et il vient un temps quand le citoyen doit tout ce qu' il a, la vie incluse elle-même, à la défense de son pays et de ses droits.

Quelles que soient les opinions quand au mérite du service militaire obligatoire comparé au système volontaire, lequel n'a pas jamais réussi dans les cas d'urgence, le fait est que l'autorité constitutionnelle des États-Unis a adopté le principe du principe militaire obligatoire dès le début au lieu d'attendre follement durant six mois ou un an pour réaliser que le système volontaire est un fiasco, et se trouver peut-être en face d'émeutes comme on a eu l'exemple dans un grand nombre de nos grandes villes durant la guerre civile, 1861-1865.

On a aussi dit que le service militaire obligatoire tendait à la destruction de la démocratie. Pour nous, nous n'avons pas cette opinion. Nous croyons que tout homme capable de porter les armes est sujet au service; l'idée élève la démocratie et reconnaît leurs devoirs communs de citoyen.

Nous n'avons pas le droit de supposer que cette guerre sera une invitation à prendre le thé. Nous avons toute raison de nous attendre que la lutte sera peut-être prolongée et extrêmement dispendieuse. Il est donc sage que nous débutions sur une large échelle; que nous nous organisions d'une manière compétente; que nous acceptions avec courage tout devoir qui nous sera assigné, réalisant que nous sommes américains avant tout; que nous appuyions les institutions et libertés américaines, et que nous les conserverons à tout hasard.

COMMANDES DE CHAUSSURES POUR L'ARMÉE.

Le gouvernement des États-Unis a inauguré un système plaçant des contrats pour chaussures d'armée—système auquel nous nous opposons décidément. Nous voulons dire que, jusqu' à présent, on a donné ces contrats aux manufacturiers de chaussures non-unionistes.

Cette ligne de conduite paraît se poursuivre par le département de la guerre, actuellement, puisqu' en plaçant les commandes récentes pour chaussures d'armée, une seule de nos manufactures nombreuses

employant des unionistes a reçu quelques contrats.

C'est la première fois que le gouvernement des États-Unis place aucune partie de contrat pour chaussures d'armée avec des manufacturiers employant des unionistes, et, comme nous le disions auparavant, cette petite fraction n'a été accordée parce qu'une autre compagnie, non-unioniste, n'a pu remplir son contrat. C'est ainsi, que pour la première fois, une manufacture de chaussures portant le Cachet de l'Union a pu recevoir quelques miettes de contrat.

Nous désirons donc appeler l'attention du gouvernement sur quelques phases de cette situation. D'abord, nous sommes à la veille de nous engager dans une guerre dans laquelle un grand nombre d'hommes—deux millions peut-être; dix millions, qui sauront être pris du travail productif pour les mettre dans les forces militaires et navales des États-Unis. Aussitôt que ces hommes entrent dans le service des États-Unis, ils cessent d'être acheteurs pour devenir des gens qui portent des chaussures d'armée. L'industrie de chaussures représentée par ces deux ou dix millions d'hommes se fait alors avec des contracteurs de chaussures d'armée, et si le gouvernement fait distinction en faveur des compagnies de chaussures non-unionistes et contre les nombreuses compagnies se servant du Cachet de l'Union qualifiées pour faire des chaussures pour l'armée et la marine, cela laisse les ouvriers en chaussures unionistes et leurs équitables patrons—les hommes qui ont cherché à conserver la paix industrielle dans l'industrie de chaussures—moins les affaires de ces hommes, et, en même temps, moins les affaires représentées par les familles de ces hommes, restreintes dans leurs achats de chaussures parce que le revenu de la famille sera réduite.

L'on peut faussement dire que les manufactures à cachets ne sont pas qualifiées pour faire ces chaussures. La preuve de cet avancé se trouve dans le fait qu'un pourcentage considérable des chaussures faites en ce pays pour les alliés sortent des manufactures à Cachet. Les agents chargés d'acheter ces chaussures pour les alliés étaient entièrement libres d'agir à leur volonté. Ils n'étaient pas obligés aux manufactures de chaussures unionistes ou non-unionistes, mais ils accordèrent la plupart de leurs contrats aux manufactures unionistes, et l'on peut ajouter, à l'éloge de ces manufactures que les contrats remplis sans grèves ou délais ordinaires aux troubles laborieux.

Maintenant, il nous semble qu'une ligne de conduite qui fut assez bonne pour les alliés quand ils étaient libres de faire à leur volonté, devrait être assez bonne pour les États-Unis, en mettant de côté la distinction que le gouvernement des États-Unis exercerait s'il continuait à accorder les contrats de chaussures d'armée et de marine aux manufacturiers non-unionistes.

Nous désirons aussi ajouter qu'en Canada, au début de la guerre les contrats pour les chaussures d'armée furent donnés à des compagnies non-unionistes. Nos membres du Canada protestèrent, et le gouvernement canadien accorda alors les contrats aux manufactures se servant le cachet de l'Union.

De plus, les membres de cette Union sont sujets au service militaire. Quelques ans se sont volontairement enrôlés; d'autres sont prêts à le faire, et nous nous attendons à voir un grand nombre de membres de cette Union entrer le service des États-Unis. Est-il juste que le gouvernement fasse distinction contre les ouvriers en chaussures unionistes et contre les manufacturiers qui ont reconnu que les travailleurs à gages syndiqués ont des droits qui doivent être respectés? Est-il juste que les gouvernement des États-Unis accorde des contrats, du travail, des gages et des profits à ces compagnies de chaussures qui ont refusé de reconnaître les droits des travailleurs à gages? Nous désirons protester sérieusement contre le gouvernement qui accorde ces contrats à des compagnies non-unionistes, tendant à détruire le travail syndiqué et à élever et engraisser ses ennemis.

RÈGLEMENT DU PRIX DES PRODUITS ALIMENTAIRES.

Il paraîtrait nécessaire de faire exécuter une loi qui réglerait le prix des produits alimentaires et autres nécessités de la vie. Le président, tel que nous l'entendons, a demandé au Congrès de l'investir de l'autorité nécessaire à ce sujet, et il nous semble qu'il est urgent d'agir.

Les différents gouvernements européens ont trouvé opportun d'établir une limite sur le prix des nécessités de la vie, et nous savons que c'est un nouveau principe en législation américaine; nous réalisons que ce sera établir un précédent qui aura des conséquences; car si le gouvernement peut établir les prix des marchandises, il pourra faire la même chose pour les gages de l'ouvrier.

Mais il y a des circonstances quand il faut établir des précédents quand c'est une ques-

tion de vie et de mort. Sans être actuellement engagés en guerre, nous avons vu le prix des nécessités de la vie s'élever par sauts.

On a dernièrement prédit que la farine se vendrait \$20 le quart, et le charbon \$25 la tonne. Quand le président Wilson fut élu la première fois, celui qui écrit ces lignes entendit un homme dire que la signification de cette élection était que nul morceau de pore valait 30 cents la livre. En d'autres mots, l'élection était une protestation contre la cherté de la vie.

Cet homme référait au fait qu'une barde se vendait alors 30 cents la livre. Maintenant, il y a quelques jours seulement, celui qui écrit payait 38 cents la livre pour la même chose.

L'on prédit que les oeufs seront un dollar la douzaine dans les grandes villes l'hiver prochain. Le beurre est plus élevé que jamais. Le sucre est élevé.

Partout les prix ont avancé de telle sorte, qu'un homme gagnant \$3.00 par jour n'est pas aussi à l'aise aujourd'hui que celui qui recevait qui \$1.75 il y a dix ans.

Le peuple est sous l'impression que ces augmentations radicales dans les prix sont surtout dues à la spéculation et à des profits exorbitants. L'on sait que des spéculateurs de produits alimentaires ont été très-actifs; qu'on s'est servi de cold storage dans le but de retenir les produits alimentaires du marché afin d'élever les prix.

L'on sait que les courtiers de grain ont élevé le prix de la farine et d'autres céréales. Pour donner un exemple de ces spéculations, nous mentionnerons le fait que le jour qui suivit la demande du président Wilson au Congrès pour régler les prix de produits alimentaires, le prix du blé baissa 56 cents par boisseau à la bourse de Chicago, équivalent à \$1.50 ou plus sur un quart de farine.

Quand la mention seule de régler le prix de produits alimentaires réduit le prix du blé 56 cents le boisseau en un seul jour, qu'arriverait-il donc si l'on légiférait actuellement à ce propos?

Quelques intérêts commerciaux ont vu avec horreur qu'on avait avancé les gages des travailleurs, mais le travail n'a pas multiplié ses gages. Par exemple, un charpentier a dit à celui qui écrit que les tarauds de bois commun—ce qui veut dire les tarauds de fer communs à têtes plates—dont on se sert pour travailler le bois qu'il achetait autrefois pour 16 cents la grosse lui coûtent maintenant 65 cents. Qu'y a-t-il dans la situation de l'acier et du fer qui a multiplié la valeur de ces tarauds par plus de 4? Pourquoi le steak de ronde qu'on achetait une

fois pour 12½ cents la livre se vend-il maintenant 40 ou 42 cents la livre?

Si les gages du travail se multipliaient autant que le prix des articles qu'ils achètent, l'ouvrier qui recevait \$3.00 par jour il y a dix ans devrait avoir \$12.00 par jour aujourd'hui.

Ceci n'est pas une plaisanterie; parce que si les masses sont forcées de continuer à payer des prix qui augmentent sans cesse pour les nécessités de la vie, l'augmentation des gages doit continuer, seulement cette augmentation devra être d'un caractère plus radical. En d'autres mots, le travailleur à gages devra recevoir l'argent nécessaire avant qu'il puisse s'en servir pour se procurer les nécessités de la vie à des prix multipliés. Prix multipliés veulent dire gages multipliés.

Le Président est juste quand il désire régler le prix des produits alimentaires. Le peuple du pays ne se fera pas exploiter durant la guerre au profit des courtiers et des négociants malhonnêtes.

LA SITUATION A LYNN.

Une grande partie des manufactures de chaussures de Lynn sont fermées. Il paraît qu'on en est venu à cette décision d'après une entente de certains manufacturiers de chaussures de Lynn, qu'à l'expiration de leurs traités avec les unions indépendantes de Lynn, les "United Shoe Workers" ainsi nommé inclus, ils fermentaient leurs manufactures et ne les ouvriraient de nouveau que quand ils seraient assurés de conditions laborieuses plus satisfaisantes.

Ainsi donc, à-peu-pres trente manufactures de Lynn suspendirent leurs opérations le ou vers le 20 d'avril, et les employés sont sans travail. Nous n'exprimons aucune opinion sur les droits ou les torts de cette controverse. Tel que nous le comprenons, les manufacturiers prétendent que les traités qu'ils ont pu faire depuis un nombre d'années se rapportant aux gages et conditions laborieuses n'ont pas été de nature à les rassurer; qu'en dépit des listes de prix et conditions de travail acceptées, les unions locales ont attendu au milieu de la saison après la vente des marchandises pour violer les traités et ont demandé une augmentation, ce que les manufacturiers ont été forcés de faire, afin d'être capables de satisfaire aux commandes de leurs clients. Les manufacturiers de Lynn affirment qu'ils ne toléreront pas une telle condition plus longtemps.

De l'autre côté, les ouvriers en chaussures de Lynn prétendent que les manufacturiers ont violé l'esprit général des traités de paix ainsi nommés, ayant auparavant existé, en fermant leurs portes. Ils disent, de plus, que les saisons récentes ont eu de fréquents changements de modes dans les chaussures au milieu de la saison et que les conditions de travail ne se sont pas trouvées les mêmes; que les dépenses de la vie continuent à monter, nécessitant une constante augmentation de gages.

Dans tous les cas les manufactures sont fermées et les unions indépendantes de Lynn considèrent qu' on les manufacturiers ont déclaré un lockout. Les membres prétendent avoir droit à la paye de lockout ou grève, mais il est difficile de voir comment ils vont la recevoir. Par leur propre action, ils se sont séparés du mouvement laborieux syndiqué. Ils se sont déclarés indépendants, et ils sont indépendants actuellement. Ils sont indépendants en ce qui se rapporte à l'affiliation avec les autres ouvriers en chaussures, et sont conséquemment indépendants de tout appui financier.

Prenant les "United Shoe Workers" comme exemple, probablement les neuf dixièmes de leurs membres résident à Lynn, de sorte qu' avec neuf dixièmes de l'association sans ouvrage, si l'on demande une contribution pour venir en aide à qui chôme, on devra le faire parmi des gens qui sont sans ouvrage.

Dans une annonce de date récente dans un des journaux de Lynn, l'association des manufacturiers de Lynn dit, "Trois conditions et trois seules réussiront à faire le succès de l'industrie de chaussures à Lynn!

"Egalité. 1. Une Union, sous une tête responsable, avec laquelle les manufacturiers peuvent conclure un traité d'arbitrage juste et équitable engageant les deux parts sans réserve.

"Progrès. 2. Les listes de prix doivent être arrangées de manière à permettre la compétition avec les manufactures d'autres villes faisant la même qualité de chaussures.

"Justice. 3. Règlement de tout différend et de conditions laborieuses par le Bureau d'arbitrage de l'état.

"Ces trois conditions sont absolument essentielles pour que nos manufactures de chaussures marchant avec succès."

Ainsi se termine le notoire traité de paix, dont on a fait voir la faiblesse dans le temps. Nous désirons mentionner aussi que Lynn a trois manufactures de chaussures se servant de notre cachet d'union. Ces manufactures ne sont pas comprises dans le

trouble actuel; elles continuent à marcher comme le font les autres manufactures d'ailleurs qui se servent de notre cachet.

Lynn a eu la même opportunité de faire ce qu' on a fait avec succès à Brockton et dans d'autres centres, mais les ouvriers en chaussures de Lynn n'étaient pas satisfaits; ils ont voulu faire leur petite affaire comme ils l'entendaient, et ils en voient les résultats.

Si Lynn pouvait avoir les mêmes conditions qui existent aujourd' hui à Brockton, et qui ont existé là depuis de nombreuses années, cela vaudrait beaucoup à la ville de Lynn; à ses ouvriers en chaussures, à ses manufacturiers.

PETITES NOTES.

La guerre est une chose terrible, mais nous y sommes entrés et nous ne voyons pas comment nous pouvions faire autrement.

Nous avons l'évidence que l'Allemagne voulait dominer le monde. On avait fait des préparatifs de quarante ans pour la conquête du monde, y compris les États-Unis.

Si les États-Unis s'étaient abaissés à subir la constante insulte nationale de la mer, tout porte à croire que nous aurions eu à la guerre avec l'Allemagne si ce dernier pays sortait victorieux du conflit. Conséquemment, nous ne voyons pas comment il était possible de ne pas se mettre en guerre. Ceci se voit facilement par le vote extraordinaire du Congrès.

Le vote du Congrès pour le service obligatoire était aussi puissant que le fut la résolution déclarant que la guerre existait. Ceci prouve que le Congrès et le Sénat étaient. Convaincus que le service obligatoire était nécessaire pour faire face au conflit d'une manière compétente.

Chaque nation de l'Europe lutte pour son existence. Sans égard aux choses qui précipitèrent la guerre, nous avons les faits devant nous que chaque nation lutte pour son existence, et notre nation doit faire de même. Avec le monde en guerre, la voix du pacifiste est faible et petite. La livre de faits l'emporte sur la tonne de théorie.

Luttant pour l'existence est ce que nous faisons de mieux. C'est ce que nous faisons tous les jours de la vie. Chaque travailleur individuel lutte pour son existence. Chaque union combat pour son existence, faisant face à toutes sortes d'ennemis au-dedans comme au dehors.

MISSION OF THE LABEL LEAGUE.

Many men in the labor movement question the value of a label league, if they do not openly flout it as a wasteful expenditure of their local's time.

The Label League is a very essential feature of our local labor movement and to decry or attempt to belittle its influence is a serious mistake.

When the importance of its mission is appreciated and delegates are sent to represent the various locals that are intelligent and sincere workers in the union and label forward movement, it quickly assumes its place as the very bulwark of the local labor movement.

The purposes of the Label League are to weld into closer relationship the local unions and union made goods, and that they may have greater influence in the settlement of any disputes, to make it possible for the affiliated locals to co-operate in the extension of organization; to deal with measures relating to union and non-union-made goods; to give an opportunity for harmonious co-operation of the wage workers in the defeat of men or measures antagonistic to organized labor or the public in general, or support men or measures politically that are of advantage to the labor movement. When the local unions have a clear conception of these functions in their attainment made possible by the selection of their most capable men and see that they attend, then there can be no dissatisfaction with the work of the Label League.

Dissatisfaction with the Label League can be traced directly to neglect or ignorance of the part it plays in the scheme of union label goods and trades unionism. Some of us are like the troglodyte which moves backward and thinks (if it is capable of thinking) that the world is going backward. So don't let's be like the troglodyte, but press forward to the goal, assist the Label League by helping boost and demanding the other fellow's label.—J. H. M. Smith in Dallas (Tex.) Toller.

WORKERS' STRIKE RIGHT BELONGS TO FREE MEN.

Organized Labor, official paper of the California State Building Trades Council, expresses these views on compulsory arbitration and investigation:

"Superficially, and on the surface, legislative nostrums like compulsory arbitration may appear popular with certain employing

interests, and even at times with the public. So did the fugitive slave laws appear to the great plantation owners and the people of the southern states.

"It is therefore astounding that apparently sane men and educated women in this day of the twentieth century should advocate state and national legislation which would force millions of white workers back into a form of slavery infinitely worse than that which the black slaves were freed from more than fifty years ago. Have the tides of time changed their course, and is the progress of civilization running in a cycle?

"There is not a union man or woman in any country but who knows his or her own interest and welfare best, and there is not a thorough student of economics and justice in any land in favor of compulsory arbitration. To establish a court of equity in labor disputes is an absurdity. Any well read lawyer or judge will say so.

"The employers have no equity rights in their employes, unless the workers are to be classed as chattel slaves and corporation-owned commodities.

"The Clayton act passed by congress has just declared that labor is not a commodity, and to declare by another act of congress or the state that the worker cannot quit work for any reason or for no reason at all would seem to be the height of foolish legislation."
—United Mine Workers' Journal.

When Mark Twain was editor of a Missouri paper, a subscriber wrote to him saying that he had found a spider in his paper, and asking him whether that was a sign of good luck or bad.

This was Twain's answer: "Finding a spider in your paper was neither good luck nor bad luck for you. The spider was merely looking over your paper to see which merchant is not advertising, so that he can go to that store, spin his web across the door and lead a life of undisturbed peace ever afterward."—The American Photo-Engraver.

We owe it to ourselves, we owe it to our families, we owe it to labor in general, we owe it to the coming generation, to protect ourselves by organization against unfair and cut-throat competition, against insanitary conditions, against low wages and long hours, against unfair treatment in shop and factory, against sickness, involuntary idleness and the degrading influences of poverty.

OUR COMRADE AND BROTHER.

He was a vagabond, poor and low,
 Among the hills where the olives grow,
 With the waters of Galilee below.
 Our Comrade and our Brother.
 He told the Truth, the Life, the Way;
 He shunned the respectable of his day—
 He chose the harlots rather than they—
 O where was such another?
 Love was the only path he blazed;
 Love was the only flag he raised;
 Love was the only God he praised,
 Our Comrade and our Brother—
 And he had nowhere to lay his head;
 He was numbered among the outcast dead;
 And yet his burden was light, he said—
 Never was such another.
 We stand where the Ancient Lowly fell,
 Voicing the same old rebel yell—
 We'll fight our way through earth and hell,
 Grasping the Comrade hand,
 Till all the powers of a master's world
 Down to the bottomless pit are hurled,
 And the blood-red banner of Love unfurled,
 Floats over every land.

—Henry M. Tichenor.

A DISTINCTION.

When the history of the American war with Germany is written the historian will record that the United States Congress declared "a state of war existed" rather than that the United States "declared war" on Germany. There is a fine distinction between the two phrases. A declaration of war is made by the aggressor. Recognition of a state of war, however, presupposes that the nation making such a declaration merely accepts the challenge of the aggressor; or, in other words, has been forced to take measures in self-defence, even if those measures ultimately lead to an offensive for protection, or to remove the menace of the armed power of the enemy.—Coast Seamen's Journal

KENTUCKY NEGRO KNOWS POWER OF ORGANIZATION.

Here is a story which vividly illustrates that which is very helpful to workingmen's organization:

A planter down in Kentucky had just employed a strange negro as a mule driver. He handed him a brand new blacksnake, climbed up on a seat behind a pair of mules and asked the darkey if he could use the whip. Without a word the mule driver drew the back

ash between his fingers, swung it over his head and flicked a butterfly from a clover blossom alongside the road over which they were travelling.

"That isn't so bad," remarked the planter. "Can you hit that honey bee over there?"

Again the negro swung the whip and the honey bee fell dead.

Noting a pair of bumble bees on still another blossom, the negro swished them out of existence with the cracker of his new blacksnake, and drew further admiration from his new employer.

A little further along the planter spied a hornet's nest in a bush beside the highway. Two or three hornets were assembled at the entrance to the nest.

"Can you hit them, Sam?" he inquired.

"Yes, sah; I kin," replied the negro, "but I ain't a-going to; dey's organized."—The Horsehoe Magazine.

THE TRADE UNION.

The trade union movement has become the greatest factor in the lives of the masses of the American people because of its practical idealism. Those who have made the organization what it is have recognized that they were confronted with conditions rather than theories. They have recognized that in counseling those in need of more and better food, clothing and the necessities of life they were dealing with the raw stuff of life, with human beings who live in the present and whose destinies depend upon the present aid. Any organization that has in its keeping the welfare of human beings has assumed a tremendous responsibility. The welfare of the host of toilers is entrusted to the American trade union movement.—American Federationist.

HARD LABOR.

The Boss—For an efficiency expert you seem to turn out mighty little work.

The Efficiency Expert—But you forget that it takes a great deal of time to plan how to do my work with the fewest possible motions. —International Molders' Journal.

The only conceivable way in which there can be a permanent advance in civilization is by improvements in the condition of labor—greater rewards, shorter hours, better education, and, in general, a healthier, happier life.

KEEP GOING.

By Ella Wheeler Wilcox.

Is the goal distant, and troubled the road,
And the way long?

And heavy your load?

Then gird up your courage and say, "I am strong"

And keep going.

Is the work weary, and endless the grind
And petty the pay?

Then brace up your mind

And say, "Something better is coming my way"

And keep going

Is the drink bitter life pours in your cup—
Is the taste gall?

Then smile and look up

And say, "God is with me whatever befall"
And keep trusting.

Is the heart heavy with hope long deferred
And the prayers that seem vain?

Keep saying the word—

And that which you strive for you yet shall attain;

Keep praying.

A STUDY IN THRIFT.

He was Scotch all right, was Sandy MacGregor, and had mislaid his wallet containing \$500 at the railway station. He telegraphed his loss to the station agent, and the wallet was kept until his return a month later. The finder, a young clerk, handed MacGregor the missing wallet and stood in an attitude of eager expectation. The Scot unheedingly counted his money and then looked long and suspiciously at the young clerk. "Isn't it right?" stammered the latter in bewilderment. "Right! Right! It's right enough," said MacGregor, "but whur's the month's interest?"

DO YOU SPEAK ENGLISH?

How many of the people that you know use a speech that you can really understand—without repetition? Yes, we are taking it for granted that you have perfectly good hearing and that your friends are not mutes. Nevertheless, isn't it true that, to a large share of the remarks addressed to you you are obliged to respond with a "Beg pardon," "What?" or "Huh?" Sometimes we wonder whether most of us communicate in

the English language or by signs and guess-work. The difficulties of understanding telephone when the speakers do not have the advantage of seeing each other's gestures and expression. Are we really using English, after all? A few people do, and it is a joy to meet them and listen to their crisp, cleaner all? A few people do, and it is a joy to speech, which never requires a request for repetition. Others of us use it sometimes. And many of us more often lapse into the inarticulate mumbling which the Ohio girl abroad used, according to a much-quoted story. In answer to the question of a traveler, she replied, "Yeh s'live in C'lumbus, Uhiuh." It seems a pity that so many people who are keen to adopt every affection of speech they can pick up will not give the same amount of attention to distinctness of utterance. The ability to sound all the syllables in a word and to articulate our final consonants is of far greater importance than the adoption of the broad "a." And how much time and trouble and friction in the general business of life would be saved by the mere pains of clear speaking. The time will come, surely, when the person who does not enunciate well will be accused of not understanding English words.

THERE'S SOMETHING WRONG.

There's something wrong when a few can feast

On viands dainty and vintage red,
When many shiver by fireless hearths
And clamorous thousands cry for bread.

There's something wrong when the rich can wear

Silks and laces and jewels fine;
While the poor to rags and to husks are heir,
And feed as the prodigal did—with swine!

There's something wrong when a few can dwell

In mansions of marble carved fair
While housed in hovels with rotting roofs
The toilers struggle with life's despair!

There's something wrong when the children spin

Their small lives into the thread they make;
Or weave their hopes by the shuttle's din
Till the small hands ache and the small hearts break!

—Arthur Goodenough.

THE VOICE OF THE TIME.

Hark to the throbbing of thought
 In the breast of the waking world.
 Over land, over sea it hath come!
 The serf that was yesterday bought
 Today his defiance hath hurled—
 No more in his slavery dumb—
 And tomorrow will break from the fetters
 that bind
 And lift a bold arm for the rights of man-
 kind!

Hark to the voice of the time:
 The multitude think for themselves,
 And weigh their condition, each one;
 The drudge has a spirit sublime;
 And whether he hammers or delves,
 He reads when his labor is done;
 And learns, tho' he groans under penury's
 ban,
 That freedom to think is the birthright of
 man.

The voice of opinion has grown;
 'Twas yesterday changeful and weak,
 Like the voice of a boy ere his prime;
 Today it has taken the tone
 Of an orator worthy to speak,
 Who knows the demand of his time,
 And tomorrow will sound in oppression's cold
 ear
 Like the trump of the seraph to startle our
 sphere.

Be wise, oh, ye rulers of earth,
 And close not your ears to his voice,
 Nor allow it to warn you in vain;
 True freedom of yesterday's birth
 Will march on its way and rejoice,
 And never be conquered again;
 The day hath a tongue, aye, the hours utter
 speech!
 Wise, wise will ye be if ye learn what they
 teach.

—Charles Mackey.

A DEEP ONE

Johnny stood beside his mother as she
 made her selection from the huckster's wag-
 on, and the farmer told the boy to take a
 handful of cherries, but the child shook his
 head.

"What's the matter? Don't you like
 them?" asked the huckster.

"Yea," replied Johnny.

"Then go ahead, an' take some."

Johnny hesitated, whereupon the farmer
 put a generous handful in the boy's cap.

After the farmer had driven on, the mother
 asked:

"Why didn't you take the cherries when
 he told you to?"

"Cause his hand was bigger'n mine."

—Christian Register.

HAD HEARD OF HER.

"Who ever saw a perfect man?" asked an
 evangelist at a revival meeting. "There is
 no such thing. Every man has his faults,
 plenty of them."

Of course no one had ever seen a perfect
 man, and consequently the statement of the
 revivalist was received with silence. The
 revivalist continued:

"Who ever saw a perfect woman?"

At this juncture a tall, thin woman arose.

"Do you mean to say, madam," the evan-
 gelist asked, "that you have seen a perfect
 woman?"

"Well, I can't say that I have seen her,"
 the woman replied, "but I have heard a great
 deal about her, my husband's first wife."—
 The R. R. Telegrapher.

DON'T BE A KNOCKER.

Don't criticise your neighbor's faults.
 No matter what they do;
 Don't ridicule the masses, or
 Malign the chosen few.
 Don't think yourself a censor for
 The silly human flock,
 And just remember as you go
 That any fool can knock.

Don't laugh at those who make mistakes,
 And stumble on the way,
 For you are apt to follow them,
 And almost any day.
 Don't think the others shifting sands
 While you are solid rock,
 And don't forget, for heaven's sake,
 That any fool can knock.

Don't be a puller down of fame
 On other men conferred;
 Don't give a parting kick to one
 Who fell because he erred.
 Don't think that you are perfect and
 The only size in stock;
 And now, once more, just bear in mind:
 That any fool can knock.

LIBERTY AND JUSTICE.

By James Russell Lowell.

Once to every man and nation
Comes the moment to decide,
In the strife of truth and falsehood,
For the god or evil side;
Some great cause, God's new Messiah,
Offering each the bloom or blight,
And the choice goes by forever
Twixt that darkness and that light.

Then to side with truth is noble,
When we share her wretched crust,
Ere her cause bring fame and profit,
And 'tis prosperous to be just;
Then it is the brave man chooses,
While the coward stands aside
Till the multitude make virtue
Of the faith they had denied.

Though the cause of evil prosper,
Yet 'tis truth alone is strong;
Though her portion be the scaffold,
And upon the throne be wrong,—
Yet that scaffold sways the future,
And, behind the dim unknown,
Standeth God within the shadow
Keeping watch above His own.

RELIGION HAS ITS PLACE.

Religion, as the generally accepted term goes, is a sacred thing. It has its place, but it should never be brought into the affairs of a trade union.

A member of a trade union who measures his fellows on the basis of his own particular religious belief has not imbibed the spirit or the purpose of trade unionism.

The trade union movement is as broad as humanity. It recognizes no creed, color or nationality. The man who accepts membership in a trade union and discriminates against his fellows because of a variance in religious belief is violating his obligation to his fellow workers and retarding the purpose of trade unionism, which is a common brotherhood.

Every man has a right to worship as he pleases and not to worship if he so desires. That is the freedom accorded every person in this country.

As trade unionists we should refrain from arousing feeling on religious differences. The religious question is deep-seated with most people. Our religious tendencies, if we

have any, were imbibed on our mother's knee, and no matter what our beliefs may be in this respect no person has a right to criticize or condemn us for them.

Of all persons the trade unionist should be tolerant. He has suffered through the ages from arbitrary rule and oppression.

Many a good union has gone on the rocks and the interests of the workers wrecked because of foolish quarrels over sect and nationality.

Few men are responsible for their religious beliefs and no man selected his nationality. We had nothing to say about these matters; they were determined by others. So why should any of us be criticised or condemned for something we had nothing to do with?

Keep away from religious differences. Follow your own inclinations and give every other person the same right.

You are in the great industrial battle and you must put up a solid front through your trade union to win. Every man in your union is your brother, no matter what his religious belief may be. You need his help and he needs yours.

Worship where and how you will, but protect and respect your union. It is the one force that provides betterments for yourself and family in the industrial field. Stick to it and make it invulnerable by giving each and all of your fellows the same rights that you demand for yourself.

By all means keep the religious and nationality questions out of your union affairs.—The Union Ledger.

ALL THAT I WANT.

All that I want is a smile on your face,
And a welcoming kiss at the end of the day;
All that I ask is our tender embrace,
And happiness lighting forever our way.

All that I pray is that you shall not know
Sorrow and trouble and moments of pain;
Down through life's pleasantest lanes may you go,
Miss no joy that you sigh for in vain.

All that I ask is that you shall be glad;
This is the purpose of all that I do.
Yet, if should come to you hours that are sad
I would be first to bring comfort to you.
—Unidentified.

UNIONISM DEVELOPS MEN.

The trade-union movement is one of the greatest institutions that the struggle for democracy has developed. It teaches the student how to accept defeat gracefully, to celebrate triumphs with moderation and to maintain an optimistic and determined spirit. Its aims are praiseworthy, its achievements substantial and its hopes unbounded. It corrects the errors of yesterday, remedies the difficulties of today and sets influences in motion to wipe out the injustices that are visible in tomorrow. In truth, it does things.—Labor Clarion.

THE AMERICAN WAGE.

By Scott Nearing, Ph.D.

Many a successful business man, who is confident that "the workers are paid all that they are worth" and that "wages are far too high, anyway," has never stopped to analyze wages from a strictly business point of view. The wage earner is, in reality, a business man. His place of business is his home.

The object of his business activity is the rearing of a family in good health and with a generous sprinkling of education. To this end the worker labors during most of his adult life.

Business men have worked ardently to safeguard business interests.

After centuries of experiment they have evolved what they regard as a safe and sane method of financial business procedure. Every successful business man tries to live up to the following well-established formula:

First—He pays out of his total returns, or gross receipts, the ordinary costs of doing business—materials, labor, repairs and the like. These payments are known as running expenses, or upkeep.

Second—After upkeep charges are paid he takes the remainder, called gross income, and pays out of it the fixed charges—taxes, insurance, interest and depreciation.

Third—The business man, having paid all the necessary expenses of doing business (the running expenses and the fixed charges), has left a fund (net income) which, roughly speaking, is the profits of the business. Out of this net income dividends are paid, improvements and extensions of the plant are provided for.

Fourth—The careful business man increases the stability of his business by adding something to his surplus or undivided profits.

The business man who cannot pay his running expenses, fixed charges and dividends and show some surplus is scanned critically.

Should he fail to pay dividends, he is considered unprosperous.

If he does not meet the interest on his bonds, he is taken into court and declared a bankrupt.

Suppose an American workingman, who is striving to support a family on a wage ranging from \$1.50 to \$3 a working day (\$450 to \$900 per year), should apply to the financing of his family affairs the financial formula adopted by any well-managed modern business. Since he must allow for running expenses, fixed charges, dividends and surplus, he would proceed as follows:

First—He would pay, from the total family income, the family running expenses—food, clothing, housing, medicine and the like.

Second—From the remainder, his gross income, he would take interest on the investment which has been made in bringing up and educating his wife and himself; insurance against all reasonable contingencies, such as sickness, accident, death and unemployment; and a sum for depreciation sufficient to compensate for the inevitable decrease in his earning power and for the old age, during which he and his wife can no longer earn anything.

Third—The remaining net income should be sufficient to enable the worker to pay himself dividends proportionate to the excessive risks which he runs in bringing a family into the world and attempting to rear it, and sufficient to add at least something to the surplus which the family lays aside to provide against such untoward events as births, deaths and prolonged sickness.

Any business man who attempted to conduct a business on a basis that would pay only the flimsiest of upkeep charges would be regarded as a subject for mental treatment, yet the bulk of American workers find themselves in exactly that predicament.

The ordinary worker's family is a bankrupt concern—it cannot meet even the interest on its bonds. And dividends? The ordinary worker is thankful if he can pay the bills incident to upkeep. Dividends are a luxury of which he does not dream.

A business proposition, for a family of five, a wage of less than \$1000 a year is absurdly inadequate. Every concept of modern business management cries "Shame!" at the very thought of it, and yet that proposition is not only made to millions of our workers—they have no alternative but to accept it.

UNIONISM—ROAD TO SUCCESS.

From its beginning the trade union movement has witnessed the launching of other types of labor organizations, which enthusiastic and inexperienced men expected would replace it and enable the workmen to secure the full measure of industrial and economic justice through one rapid and revolutionary stroke. There has always been something connected with the extravagant promises and the novelty of the doctrines and policies of the leaders of these movements which attracted the uninformed and those who were naturally inclined to allow others to do their thinking for them, and more than one such movement has gained considerable temporary headway before disaster overtook it and its leaders proved their inability to make good, which, whilst not any proof of the correctness or error of their doctrines, was at least evidence that they lacked the ability and capacity to apply them successfully.

Through all the years that the trade union movement has existed it has had to contend daily with forces which were bitterly opposed to its existence and to encounter the problems created by the introduction of machinery and the rapid changes taking place in methods of production.

It has been forced to be constantly on the alert, like an army continually in the field, facing the possibility of battle on every day of its march. It is these experiences which have made the trade union movement practical in its affairs above all other things, and developed men who are trained by experience to assume responsible positions.

Experience and not theory has been the teacher of the men and women who form the backbone of our movement, and it is the lessons learned in this school, the lessons learned from hasty and ill advised strikes, failure to consider problems fully before undertaking their solution, overlooking the necessity for discipline and sound financial systems which has kept them from being carried away by the noisy appeals of those who have endeavored to lead them into other labor movements in the industrial field.

Great oaks do not grow from acorns in a day; neither do men acquire knowledge without study and experience. What we have as policies and methods in our trade union movement were not formed over night; neither did they spring fully developed from the mind of some genius. They are the result of years of experience on the part of

millions of workmen who have been continuously engaged in an effort to improve their condition and who from the beginning have been forced to deal with practical questions which affected their daily labor and their standard of living. Gradually and steadily they have been building up their organizations, profiting by their experience. Many of the lessons they have learned have been expensive ones, but they have been worth the price paid for them, great as it may have been, for they have learned to carry on their movement along such practical lines that it can no longer be endangered by passing efforts to organize other industrial organizations founded on visionary schemes.—*Molders' Journal*.

FAITH.

A frey train, on a night of nights,
With its precious load of human freight
Asleep 'neath the coaches' swaying lights—
Oh, what a lesson is there of faith!

A great ship lashed by the stormy deep
Far away from home and the shore;
But faith breasts even the billows' sweep,
Aboard with the thousand souls or more.

Down in the depths of the damp, dark earth
The miner toils with his pick and spade,
Secure in the trust his task is worth,
And shut in by the walls of his faith.

Ev'rywhere this cosmic trust holds sway,
Wherever the lives of mankind trend,
Faith leads its brothers along the way,
And, happily safe to the journey's end.

So, let me, O God, like them but fare
Forth in the trust of Thy endless years,
With my fellow-men to do and share,
And my faith in the place of my fears.

I would not strive for the wealth of kings.
Much less would I hurl the cynic's ban;
I would only live the life that brings
My worth in faith of a brother man.

—William J. Acker.

A Sunday school teacher had been telling her class of little boys about crowns of glory and heavenly rewards for good people.

"Now, tell me," she said, at the close of the lesson, "who will get the biggest crown?"

There was silence for a minute or two, then a bright little chap piped out:

"Him wot's got t' biggest 'ead."—"Tit-Bits."

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:
246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
"0"	Theodore Tremblay,	Brockton, Mass.
1	Norman Rogers,	Haverhill, Mass.
25	Otto Dannewitz,	St. Louis, Mo.
35	Frank S. Russell,	Brockton, Mass.
68	Mathias Heidel,	Cincinnati, O.
100	Vincenzo Iervolino,	Brockton, Mass.
100	John T. Hughes,	Brockton, Mass.
103	John Maynard,	Nashua, N. H.
105	Pat. Murphy,	Whitman, Mass.
105	Patrick Mahoney,	Whitman, Mass.
210	J. Reising,	Cincinnati, O.
229	Mary Cullen,	Boston, Mass.
238	Michael Mahoney,	New Bedford, Mass.
249,	Antonio Lavellee,	Montreal, Que.
287	Clarence Norton,	Haverhill, Mass.
338	Marie Smyth,	St. Louis, Mo.
365	Mary Connors,	Brockton, Mass.
"0" 357	Mary A. Welch,	Bridgewater, Mass.
345	Chas. H. Horne,	Rochester, N. H.
482	John Saviour,	St. Johns, Nfld.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employes of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person, except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately and report separately, to the Executive Board using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate

of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO MAY 1, 1917.

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY

- No.
 *1 E. T. Wright & Co., Rockland, Mass.
 3 North Adams Shoe Co., North Adams, Mass.
 *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
 *5 A. J. Bates Co., Webster, Mass.
 *6 M. N. Arnold Co., No. Abington, Mass.
 *7 Weber Bros.' Shoe Co., North Adams, Mass.
 8 New Bedford Shoe Co., New Bedford, Mass.
 *9 T. D. Barry & Co., Brockton, Mass.
 *10 Columbia Shoe Co., Sheboygan, Wis.
 *11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
 43 J. D. Murphy Shoe Co., Natick, Mass.
 *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
 *45 W. L. Douglas Shoe Co., Brockton, Mass.
 47 J. M. O'Donnell & Co., No. Adams, Mass.
 48 Dalton Co., Inc., Brockton, Mass.
 *50 Emerson Shoe Co., Rockland, Mass.
 *52 Nashua Shoe Co., Nashua, N. H.
 54 Bay Shoe Co., Boston, Mass.
 *57 Richards & Brennan Co., Randolph, Mass.
 58 Wayland Shoe Co., Montreal, Que.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
 *14 Williams-Kneeland Co., So. Braintree, Mass.
 16 Plymouth Shoe Co., Middleboro, Mass.
 17 A. G. Walton Shoe Co., Lawrence, Mass.
 *18 Thompson Bros., Brockton, Mass.
 *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
 *21 C. H. Alden Co., Abington, Mass.
 *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
 *23 Whitcomb Shoe Co., Haverhill, Mass.
 *24 Claypool Shoe Co., Indianapolis, Ind.
 *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
 *26 Scott-Chamberlain, Ltd., London, Ont.
 27 Norfolk Shoe Co., Randolph, Mass.
 *28 W. & V. O. Kimball, Haverhill, Mass.
 *29 Wall, Streeter & Doyle, North Adams, Mass.
 30 San Francisco Shoe Co., San Francisco, Cal.
 31 Formost & Selecto Co., Brockton, Mass.
 *32 A. E. Little & Co., Brockton, Mass.
 34 Porter Shoe Co., Philadelphia, Pa.
 *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
 *36 George A. Slater Montreal, Can.
 *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
 38 Bay Path Shoe Co., Brookfield, Mass.
 40 The Saxon Shoe Co., Boston, Mass.
 41 Murray Shoe Co., London, Ont., Can.

- 59 St. Paul Shoe Co., Brockton, Mass.
 *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
 *61 Ralston Health Shoe Makers, Brockton, Mass.
 *62 Lewis A. Crosset, Inc., No. Abington, Mass.
 63 Kirsch Ideal Shoe Co., New York, N. Y.
 *64 Huckins & Temple Co., Milford, Mass.
 66 Molders Shoe Co., Detroit, Mich.
 67 Knox Shoe Co., Milford, Mass.
 69 Adams Shoe Co., Toronto, Ont., Can.
 *71 Doherty Bros. Shoe Co., Avon, Mass.
 *72 Fred F. Field Co., Brockton, Mass.
 *75 L. Q. White Shoe Co., Bridgewater, Mass.
 78 Keiffer Bros., Haverhill, Mass.
 *79 Luke W. Reynolds Co., Brockton, Mass.
 80 Marvel Shoe Co., Haverhill, Mass.
 *81 C. W. Johnson, Natick, Mass.
 82 L. F. Stevens, Haverhill, Mass.
 83 Framingham Shoe Co., Framingham, Mass.
 *84 Fred F. Field Co., Factory "B," Brockton, Mass.
 *85 A. A. Williams Shoe Co., Holliston, Mass.
 86 Winchester Shoe Co., Buffalo, N. Y.
 *88 The John McPherson Co., Ltd., Hamilton, Ont.
 89 Reynolds Shoe Co., Brockton, Mass.
 90 Kinsboro Shoe Co., Brockton, Mass.
 91 Chicago Shoe Co., Chicago, Ill.
 *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *197 Sears, Roebuck Shoe Factories, (Factory No. 5) Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.

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- 129 The Scottsmith Co., Brockton, Mass.
- 130 Flske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimmon Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co, Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.

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- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Clessmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTH AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- *58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massillon, N. Y.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

Page

BRITISH LABOR AND THE WAR . . .	1
PHYSICAL STANDARDS MUST BE PRO- TECTED	11

EDITORIALS

ARMY SUPPLIES AND LABOR	13
THE FUTURE GENERATION	14
ENGLISH LABOR AND THE WAR . . .	15
FEMALE LABOR AND THE UNIONS . .	15
A NOTABLE MEETING	17
BRIEFS	18

FRENCH DEPARTMENT	19
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AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
RULES GOVERNING SICK BENEFITS . .	28
DEATH BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

BRITISH LABOR AND THE WAR.

Address of Mr. James Thomas, Labor Representative of the British Commission, Before the Members of the Labor Committee of the Advisory Commission, Council of National Defense, Washington, D. C., May 15, 1917.

MR. PRESIDENT AND FRIENDS: Were it not for the fact that it usually falls to my lot to introduce other speakers, I should be somewhat embarrassed by the compliment that you have already paid me. But it is indeed a pleasure, as well as a privilege, that my colleagues and myself are here first at the invitation of Mr. Gompers and secondly by request of our own government. The primary object of our visit is not to instruct you how to do your work, not to tell you that we could do it better, but rather, having gone through the experience of two and one-half years of war with all its misery and suffering, we may be able to say to you something of our mistakes whereby you may profit by those mistakes and the cause of the allies will therefore be strengthened.

British Labor Movement Anti-War.

The labor movement of Great Britain is definitely anti-war. I do not believe there is in the whole world a labor movement so opposed to war in all its forms as the British labor movement. I do not disguise the fact that previous to the war I was a peace man. I looked upon war as hell let loose; I looked upon war as appealing to the basest and worst in mankind and I hoped for the time, worked and prayed for the time, when the workers of the world would have made war impossible. But holding those beliefs and recognizing, as I have said before, the evils of war we were faced as a nation and we were faced as a movement with something that was even worse than war, and it was

national dishonor. In the trade union movement we believe in collective bargaining. We believe that the interest of the whole citizenship should demand mutual respect and confidence between all sections of the people, and as a trade union leader, whenever I make an agreement on behalf of the men I always look upon it as a duty to myself and my organization that I shall insist upon every employer observing any agreement that we make. But, in insisting upon that, I also recognize that there can not be one standard of honors demanded by us from the other side without we are prepared to practice the same standard of honor ourselves.

In other words, just as I believe it is a paramount duty on my part to insist upon an employer observing an agreement, so I insist that it is the duty of the men I represent to be loyal and observe any agreement I make on their behalf. That I put to you as the basic principle of collective bargaining.

Now, if that standard of honor is necessary in the ordinary affairs of life, if that standard of honor is essential as between employer and employe, I put it to you how much more important, how much more vital is it that at least that standard of honor should be observed between the nations of the world. Therefore, when we as a nation have committed ourselves by treaty obligation to the protection of gallant little Belgium, we as a labor movement were brought face to face with this fact, that here is a discharging of the obligation that she is committed to, here is a nation prepared to

fulfill all the promises she has made, and what can we as a trade union movement, believing in that principle, do other than to say to the nation, "We will not only agree with you but we will support you in your action." Because, friends, I put that clearly as against the assumption of those that one is to adopt the attitude of your country, right or wrong. Kings and nobles may make a mistake in political policy. Kings and nations may make a mistake in their forms of government, but neither kings nor governments have the right to involve a nation in a war unless it is a war that is to the advantage and the well-being of the people as a whole.

In the South African war I had my own house wrecked. I was mobbed and hounded from pillar to post because I felt a mistake had been made by our people, and feeling that a mistake had been made I had the courage of my convictions to say so and do all I could to prevent it. Therefore, I regard that as rather showing that we did not approach this question in any jingo spirit, but we rather approached it from the standpoint of endeavoring to ascertain whether our country, in taking this step, was justified, and if justified, what was our position. Therefore, the labor movement as a whole having decided to stand by the government, we were immediately brought up against the proposition of whether our support meant merely lip service or really a genuine sacrifice. The mere making of speeches is a detail; the mere support of a government by a public declaration is valueless to that government unless it carries with it some practical sacrifice and a recommendation that you are prepared to do something to back your opinion. Therefore, the British trade union movement having first decided to support the war, immediately applied itself to the ways and means by which it could best do it, and the first thing it did was to declare there should exist during the period of the war an industrial truce. That is to say, that with the war raging as it was, it would be madness and folly to have side by side with that war raging, an industrial war in our own country, and we entered into an agreement with the employers whereby they, on the one hand, agreed that they would not interfere with or reduce the conditions prevalent at the time, in return for which we, on the other hand, agreed that we should not attempt to set up any new standard conditions, and that truce was practically agreed to by the whole of the organized workers of Great Britain.

War Profiteering.

But we very soon found out what, after all, is not peculiar to our country but what is peculiar to all countries, that there are people who were prepared to take advantage of abnormal circumstances created by the war. Our navy—and here let me say that the United States itself owes a debt of gratitude to the gallantry of the British navy—has succeeded by courage and work, hard and arduous, of freeing the sea, but we found that there are people prepared to take advantage of the navy's great work. We found our food prices soaring very, very high indeed. We found within the first few months of the war an increase of something like 30 per cent in the cost of living. At this moment the government returns show that the increase is 94 per cent above that of pre-war.

Now we, as a labor people, would not have complained if this sacrifice was justified by the circumstances created by the war, because, friends, do not make the mistake of assuming that you can enter into this war simply as a technique. God knows you will have to make many, many sacrifices if you are going to do useful service. Therefore, we could not expect things to go on as normal, but we did resent and we did complain, for we have felt that side by side with this increased cost of living there could be no justification for balance sheets of firms engaged on war work alone showing an increase of 200 per cent and 300 per cent above pre-war. We could not reconcile the fact that the soldier's wife, without low separation allowance, struggling along and paying 2 cents and 3 cents more for a few pounds of bread with firms like Spillers and Bakers declaring a dividend of over 200 per cent more than they did in the year before. We felt the war was so important that if sacrifices were to be made, there must be sacrifices on the part of all and not on the part of a few.

The result was that we immediately used our machinery and our power and our influence to draw public attention and the government attention for the control of these things. We asked the government to see that whilst men were called upon to give their life, it was not too much to expect other people to give up some of the luxuries that they were enjoying. Therefore, I am giving this illustration to show that consistent with our desire to make sacrifices ourselves, we naturally and jealously safeguarded the interest of our own people as well as the community by insisting that the sacrifice should not be one-sided, but should be made by all classes of the people.

Sacrifices of the Workers.

The next difficulty with which we were faced was this: In the first eighteen months of the war over four millions of our men volunteered for the front—not conscripted, not compelled—but they left the workshop, the factory, the mine, the desk, business and leisure and at the call of duty responded. The spirit of those men was a magnificent spirit. The spirit of those men showed the highest possible form of patriotism, but with four million men taken out of industry it was clearly evident that some change had to be made, with the result that the government called into conference the trade union leaders and executives of every trade and industry, and said to them, "We are now faced with this problem, that women must go into industries in which previously they have been excluded. Women must go and bear some portion of this burden and we want you, as a labor and trade union movement, not only to agree to these changes but to render all the assistance you can to the women when they come in." We said that so far as we are concerned we first want to be satisfied that there are no men out of work because clearly, friends, it would be absurd to agree to bring women into occupations in which they were not previously engaged and at the same time have men out of work and by that means efficiency be wasted. We were satisfied that it was essential to bring women into industry, but in agreeing to that we first made a condition that wherever a woman was engaged in taking the place of a man, by a written agreement it was laid down that her presence would not prejudice or interfere with the right of a man to take his place when he came back from the fighting line. We felt that was an essential condition and one fair to our men who had so gallantly volunteered.

Secondly, we felt it was a duty to those who had volunteered that they should not find, when they came back, that women's labor had reduced the standard of their work. It was agreed that wherever women were employed doing the same work as men, they should be paid the same rate regardless of any sex, with the result that there is at this moment something like one million and a quarter women who were never previously engaged in industrial occupations, performing all kinds of manual work and doing it as well as men and at the same time the positions of the men are safeguarded, the conditions of the women are fair and equitable and they have the greatest consolation

of knowing that they are making a magnificent contribution to the great war that is now taking place.

Lack of Munitions.

But, sir, other difficulties arose. For instance, it was very soon discovered that our men were not having a good chance; they were not having a fair chance. We Britishers never complain about being beaten in a fair fight. I do not think you Americans would complain about being beaten in a fair fight; but you, with us, I believe would complain if you were beaten and never had a fair chance. We found that our men were facing guns and high explosives at the front, with all the hell and the hammering that they were getting and never had a chance to get back. For months and months our young gallant men were like rats in a trap. They could not reply by guns or munitions; thousands of them being mowed down daily by all manner of hellish devices being used against them and they had no chance.

At this date I might say I was always against reprisals because I do not think you can compete with Germany for barbarism. Therefore, any form of reprisal would simply make it worse. But I happened to be at the battle of Hill 60 where the first gas was used and saw after a two days' battle, not hundreds, but thousands of our men—some I knew, brought out and laid on the ground with oxygen being pumped into them. The effect of the gas was that it formed a sort of lava around the lungs and strangled them. Men I spoke to knew they were going to die within a few hours, hundreds of them knew there was no possible opportunity, some of my own fellow-countrymen, some of my own fellow railroad men. Not from one man did I hear a solitary complaint that he was going to die, but I had many complaints that they had not had a fair deal. I immediately came back to our country and I said to the Prime Minister, "These men must not be allowed to fight with one hand behind their backs; they must have a fair deal or you will break the morale of the best spirited men in the world."

Those incidents, friends, were all new and the result was when we found that there was such a shortage of munitions, the government immediately directed its attention to the providing of munitions. Some one asked us during some of our conferences here what was the real incentive that caused our men to make so many sacrifices. The answer is a simple one, because they had their brothers, their sons, and their relatives being mutilated

daily. They were getting letters from the front; they read of these things, and it brought it right home to them that they ought to do everything they could to help them. The government, therefore, said, "Our difficulty with regard to munitions is this: That if every skilled man in the country was to work twenty-four hours per day, there would still be a shortage," because not only at this period was the shortage for ourselves, but I do not think I am giving you any secret that for the first twelve months with the Russian army there were two men in the reserve and as the first Russian soldier was mowed down the other rushed up to pick up the rifle or he could not be a belligerent. That was the condition of the Russian army with over two million reserves in the first nine months.

Therefore, not only was our difficulty in supplying munitions to our own people, but supplying them to the other allies as well. The government said, as I have stated, if every skilled man was turned on to this job there would still be a shortage. The result was that they called labor into conferences, as they did on every stage of all proceedings. The government, from the commencement, in every stage called into their conference organized labor and said to them, "We want you to agree to unskilled men and women being learned and trained for this work." Our trades unions agreed, but they made this condition, that every privilege that they gave up was to be treated as a war privilege, and by a government guarantee all these privileges, all these rules, that were relaxed were to be restored immediately the war was over, with the result that again there was brought into the manufacture of munitions hundreds of thousands of men and women previously unskilled who were trained in various ways and gave assistance in the manufacture of what was hitherto skilled industry.

Enrollment of Munitions Workers.

But that was not all. We found that there was a shortage of labor in one spot and a surplus in another, as you can quite understand. There may be, for instance, a surplus of labor in New York and in exactly the same trade there may be a shortage in Washington. Therefore, the point that we were faced with was this: If Washington wants a given class of labor and there is no labor of that kind in Washington and there is plenty of that kind of labor in New York, how shall we get over the difficulty by transferring and being able to use that labor at New York in Washington? There was set up what was

called an enrollment for munition volunteers, that is to say, that men and women—men especially—were asked to enroll as munition volunteers and they having enrolled agreed to allow the government to send them to any place or factory wherever their labor was required and they, on the other hand, had agreed to accept the position wherever it was.

But you can quite conceive of this difficulty; supposing the wages in New York were higher than the wages in Washington? It would be hardly fair to ask the workers to come from New York and work at Washington in their own trade at a less rate than they could get in New York. Therefore, by agreement it was arranged that whichever place was the highest, the man going to a particular district would carry with him the highest rate; that is to say, if the rate at New York was higher than the rate at Washington, he would make the New York rate here. If, on the other hand, Washington was the highest and the man came from New York, he would receive the Washington rate if it happened to be higher than the other.

Adjustments Necessary for Mobility of Labor

But in addition there was naturally a domestic difficulty which would arise, namely, that the man would be leaving his family in New York. The government undertook to pay a subsistence allowance of seventeen shillings and six pence per week to every man who had dependents, so that the wages he earned in the new place, as it were, would practically go to the maintenance of his family and the subsistence allowance practically kept him in the particular town where he was. By that means many thousands of volunteers were enrolled and that difficulty was gotten over. In addition, of course, the railroads were empowered to issue free passes to them so that either once a fortnight or once a month, as the case might be, they were given free traveling allowances to their homes.

Government Takes Over Railroads.

Incidentally I may say that the railroads are under state control. That was brought about for this reason, that there are fifty-one railroad companies in Great Britain. When war broke out, I may privately say, we were committed to France for the conveyance of an expeditionary force of one hundred and sixty thousand. The result was that when war broke out the one hundred and sixty thousand men, with all equipment of war had to be immediately transferred to the other side of the channel.

Now, clearly, if the railroad companies issue a ticket to every soldier, and transportation for every force, every gun and so on there would be as many men and women engaged in the checking of what they were carrying as there would be in the carrying of them. In addition to that, between the fifty-one companies—they were probably coming from Scotland to Southampton—they would run over five different railroads and therefore a regular clearing house would be engaged on those five railways in ascertaining what was the exact proportion due to each particular company, with the result that there would be not only confusion and delay, but an obvious waste of labor which was vital at that stage. Therefore, the government immediately took over the railroads and the basis upon which they took them over was this: They said to them, "We will not quibble about what you are going to carry or what you will not, but whatever your profits were in 1914 we will guarantee you those same profits during the period of the war." The result was that some of the companies, to my own personal knowledge, had to pay back to the treasury—not received from them—many hundreds of thousands of pounds, because they had carried more traffic than they did in 1914, therefore, by the government deal the government had benefited.

Now that is the system under which the railroads are run under the general managers with the president of the board of trade as the chairman of the Executive Committee. That again, you will see, enables these free passes to be given with practically no expense to the government because it makes no difference so far as their revenue is concerned.

Munitions Act.

But the most important point, so far as the workers are concerned, was the giving up of what was called the power to strike. Two things were discovered; first, that employers were offering men more money to come to them on certain jobs than they were getting on government work; that is to say, an employer wanting a boilermaker or a machinist would say, "I will give you 5 shillings per week more to come to me than you are getting on that work. Although the man there may be making guns, this other man was doing private work and you can quite conceive how this policy was disastrous, for those men to be taken from essential work and put on work non-essential so far as the war was concerned. The government therefore introduced by agreement with the trades unions the Munitions Act, and that act prevented a man leaving his employment to go to another employer, but

it also did this, that if the employer in the district was not paying the trades unions standard, the man could not be refused a leaving certificate, with the result that by the act it automatically brought up bad employers absolutely to the same level because it assured the district rate applying to all. On the other hand it took the power to strike away from the men, but it gave this advantage, that whilst it took the power, to strike away it did set up machinery for the creation of arbitration courts whereby men's grievances were examined.

These are only a few of the many things and subsequent speakers will deal with others. These are only a few of the things we have done. We have done them because we believe that the cause to which your country, now with ours, is committed, is of so paramount importance not only to democracy, not only to labor, but to the future of the world, that no sacrifice ought be too great to insure victory for the allied cause.

The Spirit of Co-operation.

I am not going to disguise the fact that there are men in all countries who are prepared to take advantage for their own personal aim; they are not limited to any one class; they are not limited to workers any more than they are limited to employers. There are vices and virtues in all kinds of people, but, friends, when we talk about sacrifice, if you could only visit, as some of us have done, the battlefields of France and Flanders, and see the devastated homes; if you in the early stages could have seen the women with their faces who had fled from the Germans in the early stages of war and heard their tales, you would really appreciate what sacrifice really meant.

I remember on the road to Bethune going to the cemetery where fifteen hundred of our gallant Scotch Highlanders were mowed down in October, 1914, I looked to those graves and every one of them was indicated by a small little cross, giving the name of the soldier and the regiment, and beyond what was then a cemetery, there was standing isolated a grave by itself. I went over to that little grave and it there said, "Here lies an unknown British soldier buried the 14th of October, 1914," and on that grave was a wreath of wild flowers—we call them buttercups and daisies—and I said to the officer who was with me, "Who put those flowers on the grave?" He replied, "Mr. Thomas, both in France and in Belgium wherever there is an unknown soldier's grave the children gather the wild flowers and put on the grave."

That, friends, may be mere sentiment, but it is a beautiful sentiment. It expresses after all the appreciation of a people who have suffered. You people, as I have said previously, have not yet realized the horrors of the war. Do not make the mistake of assuming, as we did, that the war will be over in five minutes. Do not assume that the entry of your great people, with all your power, influence and wealth, simply means the ending of the war. I do not believe it will be anything of the kind. There are many sacrifices to be made. Many people will die, but they will die in order that liberty may win.

To the employers I would say remember that the protection of this great state has enabled you to amass your wealth by the assistance of labor. You have a duty to recognize that in the world war selfish interests must be obliterated.

To the worker I would say in spite of all your struggles and difficulties remember that there is something higher than mere material gain, and if both sides approach the question in that spirit I am satisfied that commonspirit will find a reflex when the war is over and a better understanding by all sections of people will be reached.

I can look to the time when the war will be over, when peace will have been won and the American, the English, the French, the Serbian and the Russian soldiers will say, "We fought together in defense of our country. We will now fight together to make our country worth living in." Yea, I can see the German soldier, who is now the enemy, saying, "I fought for the Fatherland; I fought because I was a victim; I had to fight, but your victory and my defeat have paved the way to my liberty and my salvation and the ending of this war will not only be a victory for the allied cause but a triumph for civilization.

Address of Bowerman.

Mr. Bowerman: Mr. President, friends, ladies and gentlemen. I think you will readily understand the reason why I gave way to my friend and colleague, Mr. Thomas. I have derived as much pleasure from his speech as you have, judging from your applause, and I want to say, Mr. President, these personal facts so far as Mr. Thomas is concerned, and I do not think he will mind my referring to them. No member in the labor party in the House of Commons has been more vigorous in the support of the government throughout all their war measures than has my friend Thomas. Within the past four months, had

he so chosen, he would have accepted a very prominent appointment as a minister of the crown, but he placed his trade union work before his political opportunities, and he made reply to the prime minister that under the circumstances he must decline to accept that very high position of trust.

My remarks will be very brief indeed. I want to refer to three of four points dealing more specially with the trades unions side of our work and I take it that is the side in which you are most interested.

Labor in our country has, from the beginning of the war, been taken into the confidence of the government, the government seeking its co-operation on every conceivable occasion, and that has been one of the greatest factors in making matters proceed smoothly. We have had differences of opinion in our country, as you no doubt will have differences of opinion here, regarding certain issues involved in the war, but in justice to our side of the hearing point, as you call it, there has been no doubt as to the position of organized labor there. From the very moment when those unfortunate refugees from Belgium landed on our shores, our fellow-companions in the trade union movement, were animated by one spirit alone, to come to the rescue and the defense of those helpless men, women and children, and endeavor by their strength to restore them to their country at the earliest possible moment.

Belgian Refugees.

My office happens to be in a building in the heart of London, first called the Strand—I have no doubt your President knows it well—in which a committee was set up known as the Belgium Refugees Committee, and morning after morning, for something like four months, I saw, and all of my colleagues saw, grandmothers, daughters, daughters' children, old men, hundreds and hundreds, day by day, streaming into that office with their little parcels, brown paper in some cases, with a wicker work box in others, and their belongings brought with them and carried by the children themselves. There they were, ruthlessly sent out from their own country by the greatest military juggernaut that our world has ever seen. God help the men and God help the women who would stand at that door and see those helpless people trickling into the building day in and day out—God help the man in particular who would not say to himself, "By heaven, give me the means, give me a rifle or give me something whereby I can strike a blow for these people who have been

rendered helpless and their homes and their country over-ridden by that great military power." That is the spirit of our men. It was the fact that the German ruler had dishonored their nation and it was that spirit that animated our men, and, as Mr. Thomas has said, within a very few months of the outbreak of the war, we had the spectacle of something like three million of our men—three million of our men did not hesitate. You know what they have endeavored to do. I am not going to go too far, but I will say if they have not been able to restore the Belgians to their own country, yet they have prevented the German armies from over-running France, they gave the French nation time to breathe again and, to use a common expression, get their second wind, and if our little army did nothing but that—and by heaven there are not many of them left—they have done something which, when the history of this world is written, will redound to the credit of the men who left our shores two and one-half years ago.

Exemptions.

I want to deal with three or four points that will be of interest to you. A question was raised in this room a day or two ago regarding exemptions of men for military service, that is, the exemption of men not because they do not want to take their share of national defense, but because their services can be better utilized in other directions. Before our Military Service Act came into operation—in other words, conscription—the Parliamentary Committee approached the war office authorities and it was pointed out to them that it was absolutely necessary that large number of trade union officials, men who were what we call prominent officials—it was absolutely necessary that the services of those men should be retained in order to deal with any questions that might arise in their own particular trades. Those trades were mainly engineering, shipbuilding and that kind of thing. We were met in a very ready spirit by the war office, they recognized that it was to the national interest that side by side with the big armies that were being raised, the trade union organizations should not only be allowed to proceed with their work, but should retain the benefit of the services of many of their chief officials, and we communicated with each trade union, told them the position, sent them a schedule to fill out and asked them to return to us the name or names of the men who, by the Executive Committee, or members, were considered to be indispensable to the continued

usefulness of their organization. I will not give the exact number, but there was a large number of names sent into the war office and at least 50 per cent of those names were accepted by the war office and the men are now still conducting the work of their respective unions. That has been recognized as a sound thing to do. There has not been one word in the public press of our country pointing to the fact that certain trade union officials were exempt. The reason for that is this, because the government—as Mr. Thomas has said—were wise enough to consult labor in every stage of the war.

Labor Conferences With the Government.

Let me say that, conferences similar to this were called at the request of the prime minister. We had conferences not only with the prime minister present, Mr. Asquith, but Lord Kitchener, Lloyd George and two or three other cabinet ministers, probably for the first time in our history meeting us on our own ground, coming from their respective offices and meeting a representative body of trade unionists as we are meeting a representative body this morning. The public at large has recognized the fact that labor had well responded to the invitation of the government, that labor had made up its mind to do all it could to strengthen the government in its actions, and for that reason not one word has been said regarding the exemption of certain trade union officials from that particular act of parliament.

Labor Dilution.

I take it that that is a point which you, in turn, will consider because we understand that conscription is to be the ruling principle here and possibly you, like ourselves, will find it necessary to make an application of that kind. Mr. Thomas has referred to the dilution of labor, and it is true there are many thousands of women who have been introduced into various branches of industry. I want to give you a case affecting the printers. I do not know that we printers are particularly conservative, but up until June of last year we had refused certain requests by certain employers that women should be allowed to go in our industry. Strange to say—there is no employer in this room who will mind my saying this because they must be good employers or otherwise they would not be present in this room—there was a certain class of employers in the printing trade who, any time during the past twenty years, have wished the union to allow women to be introduced into certain phases of that industry, and we men have always success-

fully resisted it. But immediately when this war broke out the old request came forward again; they wanted us to meet them in conference with a view to women being introduced into the trade. We put, I might say, "our feet down" again, and so things went on until June of last year. Then there were three directions in which man labor was not of sufficient quantity, and we agreed to meet in conference under the auspices of a government department; namely, the home office. It was a very friendly conference and an agreement was drawn up and this is the point I want to emphasize in connection with the agreement: First of all, before any woman—I speak of them with the greatest respect—can be introduced into the printing industry in England, it must be made absolutely clear and certain that male labor can not be obtained and if, as Mr. Thomas has said, male labor is short in the printing trade in one district but ample in another, the employers in the district in which male labor is short will not be allowed to introduce women so long as male labor can be supplied from any distance outside of that particular area. But more important still is this, that before an employer can act he must consult a local committee of local employers of labor, local representatives of workmen and the government and in this agreement have stipulated that no woman shall be introduced into any section of the printing trade in which, first of all, that local representative committee has not been first consulted.

Standards Maintained.

So there, you see, we have safeguarded ourselves, not in an obstreperous manner, but in defense of the rights we have secured by our combination. Obviously we are not prepared, as you are not prepared, at the request of a dozen or more employees, to throw aside all those safeguards that cost you, and those that have preceded you, not only many anxious hours but many large sums of money to secure. We are not prepared to forego those rights at the mere request of employers. Therefore, we have safeguarded the position of the men, and we have attached considerable importance to setting up of local committees, because those men know the local conditions and they have their national organization to refer to if necessary. We feel that the interests of our workmen are thereby safeguarded and I think the employers should have the same feeling that their interests are also safeguarded by that kind of machinery.

Dock Workers' "Battalions."

Let me refer you to the question of labor as affecting docks. I will refer you to Liverpool, Southampton and thirty or forty docks, some more important than others. We found there in the early stages of the war that there was great difficulty in handling the cargoes; that the boats came in and they had to lie in the river in some cases for days and in some cases for weeks. It became a serious matter to see our ports congested and men working like "niggers," and at last it was suggested that battalions of men should be formed. I used the word "battalions" because Lord Kitchener was responsible for the suggestion. By the way, Lord Kitchener went down to Liverpool one day, and almost one of the first things he did was to go to the trades union office. I am not aware in the history of our country that the War Secretary of our country, or of any other country, has ever done that. But he went to Jim Sexton's office and the result of the interview was this, that the dock laborers' union agreed that a certain number of their members should join the army, not for military purposes, but in order to be able to go ten, fifteen or twenty miles away from the particular district of Liverpool in order to assist in unloading vessels. Further than that, every member of that battalion was to be a trade unionist and if he forfeited his trade union position he would be turned out of the army. That may be somewhat a singular thing to you, but that is still the position there. In London I think we have something like 10,000 men, dock workers, in military uniforms, and all they are asked to do is this: Say, for instance at a dock 20 miles down the river, if there is excess work there which the local men can not handle, then men are drafted from this battalion and sent down by express speed in order to handle the work there. That can be done by the thirty military officers.

There again a local committee has been sent up consisting of a representative of the war office, a representative of the admiralty, a representative of the Port of London and a representative of Labor. Those four men have to be consulted before either one man or ten thousand of these men can be transferred from London itself to an outlying port. There again is labor taking its share, and, so far as I know, that system has worked splendidly and has been the means of relieving the congestion at our various ports, and so much so that I think now, and in fact for the last nine or ten months, there has not been the slightest difficulty in handling any cargo that came along. So while these

men are there in military uniform, they are not there for military service, but when they are transferred to some other dock, in addition to the military pay, they receive the ordinary civilian pay, and if they work overtime they receive pay for overtime; if they work Sunday they get double pay.

They have the same rights as the civilians so far as the pay is concerned and working conditions, and the only alteration of these men is that they wear the king's uniform.

Advisory Committee on War Output.

After the munitions war act was passed the government decided to set up what was called a national advisory committee on war output. It only consisted of seven men, all labor representatives—not a joint committee of employers and workmen, but workmen alone. The duty of that committee was to receive any complaint that might arise in various parts of Great Britain with regard to the carrying out of the Munitions Act. Questions of necessity must arise where large bodies of men are at work. Men might be transferred from London to New Castle and there might be some question about the wage, and if it were not settled in a friendly way with the employer, then the dispute is referred to London. The work became so heavy that at least something like seventy local committees were sent up, workmen's committees, men representing the standard trades in connection with the war, and those committees have done excellent work. I am sure the government will recognize their work as having been excellent. There is a gentleman here today from the munitions department who will agree with me, I think, when I say that the work of these committees in the main has been well carried out and they have been helpful in scores and scores of cases in preventing disputes arising in munitions areas which, if they had arisen, may have caused serious consequence in so far as delaying the work was concerned. Of course there was the right of appeal to the government, the right of appeal to the munitions department, but on the whole those committees have worked well, and that is another indication of the direction in which the government has been content to set up labor bodies in order to help deal with questions arising out of the administration of the particular act of parliament.

Rent Problems.

There is a further matter I would like to refer to, Mr. President. Obviously, when large bodies of men are transferred from a large city to a smaller city, in some cases as many as one thousand men have been

drafted from one place to another—I am speaking of the ordinary civilian mechanic—and it has not always been an easy matter to find housing accommodations for these men. It was soon found that there was an inclination to private housing for those men at the expense of other people. In other words, soldiers' families were residing in apartments and houses in any ordinary residence district, and other people not engaged in munition work, and there was an increasing tendency in order to provide room for the influx of labor, to give these people notice to terminate their agreements not only to find room for the newcomers, but to welcome them by claiming a much higher rate from them than they were receiving from the old tenants. Our government was shrewd enough—and shall I say generous enough—to see the risk that was being run. But above and beyond everything was this consideration, that here were our men struggling on the other side of the channel, here were their wives and children at home running the risk of being deprived of their rooms in order that the landlord or the property owner might get a little higher rent from somebody else. The government passed a very strong act, called the Rent Act, and under the terms of that act of parliament no property owner or no landlord dared turn out either the wife or the family of a soldier or of the ordinary civilian following his ordinary occupation.

If he dared to raise the rent to the extent of 6 pence he would incur a penalty under this act. As I say, it is not a large act, but a very important one. That is one of the things out of the war that is valuable in itself. The act will be operative for at least six months after the war, and if we get a sufficiently democratic government as the result of an election which must be fought before that period, there may be just a chance of that act remaining a part of the permanent statutes.

Common Cause of the Workers.

I must not inflict myself longer upon you, and I understand questions will be put to my friend Mr. Thomas and myself, and we will be only too delighted to answer them. Therefore, may I say in conclusion this: Certain incidents arose. I will not refer to the particular incidents, but one incident in particular, and others arose in this country or affecting this country which I feel sure must have aroused the indignation of every citizen of this great continent of America. We, from our 3000 miles distance, wondered what the feeling of this great peo-

ple was on this particular occasion. Time went by, and we hoped—we did not ask. We knew what our people were undergoing better than yourselves. But, as I say, we hoped—we did not ask, but we waited, and not so many weeks ago we in the old country took up our morning papers and read, with a degree of pleasure which I really could not express in words, that magnificent message which the first citizen of the United States delivered to Congress.

My feeling then, Mr. President, was this: Great as this country was prior to the delivery of that message, great as it always will remain, must remain, America was never greater in the eyes of the world than it was after the delivery of that speech. When the history of this world is written, when the deeds of valor have been written in polished language, as they will be by the future historians, when those deeds of valor will not only redound to the high credit of the old country and incidentally to yourselves, among all the diplomatic matters that have arisen in connection with this war, nothing will go down in history, in my judgment, that will stand out more prominently in history than the message to which I referred. In my judgment it will become one of the classics of the ages that are to follow.

Now you have taken the plunge, you have determined with the same strength of purpose, in my judgment, and the same clearness of vision as our own people. You have determined that the time has arrived when you must take off your coats and stand shoulder to shoulder to the allies. We hope for much from that. France anticipates much from that and I can not anticipate a greater thrill to the French people when they find your first detachment of men on their soil and your glorious flag of liberty floating over these men. I can not conceive a greater delight to those men and a greater enthusiasm. Our men will be equally joyous, but I do appeal to labor, as I see it here, and I do appeal to labor outside this room, that there will be heavy sacrifices to make both on the military and on the naval side as well as on the civilian side, but I have sufficient knowledge, I think, of American labor as represented by the fine men you sent over to our country year by year; I have sufficient knowledge, may I say, to feel this, that having set your eyes towards France, having determined to avenge the insults which have been leveled at this great people, that you are going to take your part in bringing this awful war to a successful conclusion. I do not care what the strength of your detachments may be, I do not care what the

strength of your navy may be, but I do know this, that you, with us, will be animated with one spirit and one desire alone, to uphold that which previously we looked upon as humanitarian and civilizing influences. Sometimes I have asked the question, what has been the value of our boasted civilization and all the religious teachings of the past centuries? I asked myself that question as the first question when there was a declaration of war. When we have seen what has been done, when we have seen the horror of men going into battle, and they are prepared to make the supreme sacrifice, and the horrible things, the foul things that ruling authorities could be guilty of, the desire must be to bring back to the minds of civilization, to the civilized world, that humanity has its rights, and that you, with us, are out in order to defend to the uttermost those glorious rights which, without them, we should really be living in a state of barbarism.

It is up to you to help the allies in bringing back to the minds of the people of the world that there are rights to be conserved, there are rights that we are fighting for, and with that spirit and with that animation we are satisfied on our side that everything will be well when the curtain rings down on this horrible catastrophe.

"THE SPIRIT OF EUROPE."

ACCORDING to a famous American war correspondent, just returned from Europe, the Allies will win, but there will be no change in the map of Europe. What the Allies are endeavoring to do, says this correspondent, is "to change the spirit of Europe."

Another, no less famous American war correspondent, relates in some detail how the Gurkhas, Sikhs, Pathians, Sepoys, Turcos, Goums, Moroccans, Senegalese and kindred souls are rendering valiant services in the English and French trenches from the North Sea to the Swiss frontier.

Wherever one's sympathy may be in this titanic and epoch-making struggle of nations, all must admit there is a curious mixture of colors and races on the firing line in France.

It is a motley army that is trying to change "the spirit of Europe."

Time was when we used to go to market with some small change in our vest pocket and bring home the food-stuff in a basket. But nowadays we take down a basket of money and bring home the food in the vest pocket.—*Gas Magazine.*

PHYSICAL STANDARDS MUST BE PROTECTED

THE generous response of the trade-union movement to President Wilson's request for co-operation, in view of the fact that a state of war exists, is not surprising to those familiar with the loyalty which the trade-unionists have always maintained towards the institutions and traditions of our country.

Since the conference of trade-union officials, held in Washington, March 12th, to which reference was made in last month's issue of the Journal, officers of State Federations of Labor, Central Labor bodies and a large number of local unions have adopted resolutions expressive of loyalty to the nation and generous willingness to co-operate. In a few instances some of these resolutions were evidently adopted under the stress of patriotic enthusiasm and without giving due consideration to the obligations which the trade-union movement is under to protect the welfare, the health and the lives of the workers, the officers of one State Federation of Labor in the eastern section of our country going so far as to invite the setting aside labor laws which protected men, women and of practically all the State, factory and other labor laws which protected men, women and children from conditions of labor which were seriously injurious to their physical well-being.

The question of loyalty to the nation in the present situation calls for clear-thinking, level-headed action if the trade-union movement is to be of practical value. To begin by waiving necessary safeguards to health is to take action which would tend to reduce rather than increase labor's contribution to the nation's defense.

When men are called upon to carry arms, under the modern system of warfare, one of the first things which the military authorities undertake is the strengthening of each man's body through nutritious food, drills and exercises to strengthen the body, coupled with compulsory hours of rest, so that the soldiers can be made physically fit for the arduous work which confronts them.

The present war is one which depends as much upon industry as upon the actual battlefield. Industry today is forced to contribute a much larger share of co-operation than in any previous war. The food grower and the munition maker is as important as the soldier. It will be just as essential that

the workers in the industries should have their physical welfare safe-guarded as it is that the soldiers should be made physically fit.

It is and will be the duty of the trade-union movement to maintain a most careful oversight of what takes place in the industries so that the workers will not have their vitality exhausted through the unwise and wholly unnecessary setting aside of laws which have for their sole purpose the protection of the workers' physical strength and health.

For a time we may expect the introduction of measures in state legislatures having for their purpose the setting aside of existing laws which protect the worker, or conferring extraordinary powers upon state officials to set aside and modify such laws as in their judgment should become inoperative while a state of war exists. Already in one state the bars have been let down so that women and children in the canning industry can be worked longer hours than provided for by the existing law.

A number of public officials, influenced by what may be well termed an emotional disregard for the experiences of the past, are arguing the adoption of measures which would remove many of the safeguards to the worker's physical well-being, and unfortunately those who are calling attention to the necessity of maintaining the safeguards so that the worker's highest efficiency may be secured, have their motives and loyalty in many instances questioned by public officials, the press and a portion of the public.

The trade-union movement of all the forces in our country should be the last one to lose its head, even temporarily. It is the duty of our movement to prevent, if possible, any such serious mistakes as those which caused so much dissatisfaction and inefficiency in England during the first two years of the war.

We would be disloyal to the country if we would refuse to be governed by the knowledge which we possess relative to the basic principles of industrial efficiency and the knowledge which we have of England's industrial history since the war began.

Without question the government must supervise the production of all necessities of war and endeavor to secure the largest

degree of production possible. The question to decide is the methods by which this maximum of production can be secured. In Great Britain this was first attempted by relaxing or setting aside protective labor legislation and forcing the trade-unions to surrender their protective rules and regulations, so that the ten, twelve and fourteen hour day was established in many plants, the one day rest in seven was abandoned in a number of industries and night work of twelve hours established for women and children. The experience in Great Britain proved that these methods for securing greater production resulted in lowering the output, the excessive overtime, the seven-day week, and the night work resulted in stale workers who were no longer able to produce efficiently.

The official information which we have of industrial experiences in Great Britain, coupled with the knowledge which we have of industries in our country, amply proves that no more fatal mistake could be made at this time, than to permit developments which would lower the worker's vitality by creating conditions where insufficient food could be secured or excessive labor forced upon the workers. The worker in the industry, as well as the soldier upon the battlefield, must be kept physically fit if they are to do their full share in contributing to their nation's defense.

Common sense must supplant temporary enthusiasm or hysteria if the most practical measures are to be adopted.—Molders' Journal.

WHERE WAR IS NEEDED.

IT is safe to say that not one soldier in ten of any of the great powers involved in the European war can give an intelligent reason for his presence on the firing line—assuming that he is there by his own free will. It is certain that the heads of the governments involved have failed to present any issue justifying war which cannot be more than matched by far greater evils at home, that they have made no effort to remove. The report made by the Parliamentary Land Inquiry Committee for Scotland, for instance, shows conditions which are probably not peculiar to Scotland or the United Kingdom alone.

According to the London Labor Leader this report shows:

That since the year 1881 the number of shepherds and farm laborers has fallen from 102,075 to 80,482. At the same time the num-

ber of gamekeepers has increased by 1673! Only one-fourth of the land of Scotland is under cultivation and the acreage is decreasing every year. Between 1901 and 1911 an area of 123,000 acres was withdrawn from the plough; since 1882 the extent of cultivated land has decreased by 251,375 acres. Compare this with what has happened in Germany and Denmark; between the years 1878 and 1893 no less than 700,000 acres were reclaimed for cultivation in Germany; since 1886 an area of 1,245,000 acres has been reclaimed in Denmark. The wages of Scottish farm servants are, on the whole, better than the wages of English agricultural laborers. They varied, in 1907, from 13s. 10d. in Shetland and Orkney and 14s. 2d. in Caithness, to 22s. 1d. in Clackmannan. The average wage in Scotland was 19s. 7d., as compared with 18s. 4d. in England, 18s. in Wales, and 11s. 3d. in Ireland, and since then there has been a general increase of from 3s. to 4s. weekly. The housing conditions both in rural and urban areas are abominable. In 1911, of the 4,601,070 persons in Scotland (excluding the institutional population) 399,876 were living in single-roomed tenements and 1,881,529 in houses of two rooms. As many as 2,077,277 persons are living more than two to the room, 1,005,991 persons three to one room, and 397,262 persons four persons to one room. In Boroughs 5 to 6 per cent of the houses are below habitable standard, whilst in the congested areas of Glasgow the density is as high as 460 persons to the acre.—Exchange.

THE SHORT TON.

AN Irishman worked for a man named Morrison who kept a small coal yard in a New England city. Pat was continually making mistakes, which exasperated his employer, until finally, after a week of unusual stupidity on the part of the son of Erin, when Saturday night came the boss paid him off, and remarked that he would not need his services any longer.

"An' how's that?" queried Pat.

"Well, the truth of the matter is, you're so stupid; it's impossible for me to teach you anything."

Pat thought a moment. "Sure, there's wan thing OI've l'arned since OI've been wid yeez, Mister Morrison," he replied.

"And what is that?" asked the proprietor.

"That seventeen hundred make a ton."

The boss reconsidered the matter and told Pat he'd better report for work Monday morning as usual.

: : : EDITORIAL : : :

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Manager.



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ARMY SUPPLIES AND LABOR.

WE are told that the productive resources of the nation must be utilized, stimulated, and encouraged in every possible way in order to supply the forces that we are to put into the world-wide war to feed them, to supply and feed the remainder of our population, and very largely to supply and feed the forces and population of allied nations.

This is a rather large sized undertaking, to meet which, Congress is giving very large powers to a few men, and the largest appropriations in the history of our country are being made to carry these various purposes into effect.

Within the last few days some have outlined it as a possibility that before the struggle is over, it may be necessary for the United States to raise and equip 10,000,000 men and send them into the conflict. It is true that at the present time provision is made for only 1,000,000 men in two units of 500,000 each, in addition to the regular army and the state militia as recruited to war strength. In total this means in round figures, we are told, something like 1,700,000 men.

But this, perhaps is only a modest beginning. We have not yet got into the affair, and we do not know what is in front of us. This is not written in criticism of our entering the war or of putting 10,000,000 men, if necessary, into the conflict. Whatever the preliminary moves may have been, we are now in the war and are bound to see it through. There is no treason in our makeup.

We are simply considering the size of the undertaking, the possible proportions of military supplies and food supplies that may be required, and the co-operative effort that must be made by and on behalf of the whole

people, in order to bring the war to a successful conclusion in the shortest space of time and with the smallest loss of life and property.

One of the vital questions to be considered at the outset is the attitude of the government, government contractors, and private employers toward labor. Some of the large corporate interests have shown a disposition to try to use the war as an opportunity to take advantage of labor and to sweep away some of the benefits and fair conditions established by the labor organizations through the continuous efforts of scores of years.

It is hardly necessary to say that the efforts of such men will not succeed. Organized labor is willing to do its share. It does not want war: it believes in the abolition of war, but when war comes and cannot be escaped, as in the present instance, there is as much patriotism in the veins of the organized wage earners as there is in any other class.

Moreover, ours is not dollar patriotism for profit. We do not reap any profits out of war. All that we can do is work and fight. When we fight, we fight to preserve our liberties, and we do not fight simply to give unfair employers an opportunity to to deprive us of the liberties we have won in the industrial field.

There are nearly 3,000,000 members of organized labor in the United States, and we submit that at a time when the co-operation of all elements is necessary in our national defense, unfair employers or large corporate interests should not be allowed to attempt to destroy the hard-won industrial liberties of these organized wage earners who are being depended upon both to carry rifles to defend the property interests of these employers, and to do the work to produce the military supplies and the food necessary to carry the country safely through the struggle.

Of course we do not claim that the 3,000,000 organized wage earners do produce all the food, the clothing, military supplies, etc., but, as they are the organized wage earners, they do represent the whole of the wage earners, both organized and unorganized. They stand as and for labor in general, and for this reason the attitude of the gov-

ernment, itself, in its different bureaus in dealing with production, in purchasing supplies, and manufactured goods of all kinds, is important as showing whether the government that expects so much from the wage earners is going to recognize the 3,000,000 members of organized labor as an element whose co-operation is desirable, or whether the government is going to give its patronage to the enemies of organized labor, thus helping them to crush organized labor.

We do not for one instant admit the possibility that the latter can be accomplished, but the attitude of the government, itself, is important as effects the degree of co-operation that may be expected from the organized wage earners.

In our last issue we called attention to the fact that the United States government in placing army shoe contracts had shown a disposition to favor non-union concerns, and this in the face of the fact that the allied nations of Europe had, so far as they had purchased army shoes in the United States, given most of their business to the union concerns.

We do not know how far this policy of discrimination against the organized wage earners might be carried, but in the production of food, clothing, harness, and in munitions of all kinds, including the vast amount of machinist work, there is opportunity for wholesale discrimination against organized labor if the government permits such discrimination to take place.

Such a course would compel trade unions to fight for its very life and to maintain its existence unimpaired throughout the struggle. This is not the sort of co-operation that the nation needs, and to allow any purchasing boards to be composed of men who are minded to exercise such unfair discrimination is something for which the government, itself, must be responsible. A policy of that kind will breed serious strikes and labor disorders which will check production at a time it is most needed. The war cannot, and shall not, be used as an opportunity to crucify labor.

THE FUTURE GENERATION.

SOME narrow-minded employers have intimated that the needs of the country were going to be so great that every ounce of productive power will be needed, and therefore that there should be a general suspension of labor laws. This is one of the straws that indicate that there are

some employers in our land who can never forgive the wage earners for organizing, bettering their own condition, and, to a certain extent, shaping their own destiny, instead of having their whole lives regulated for them from start to finish by employers who look upon them as something less than human beings endowed with the right to "life, liberty, and the pursuit of happiness."

It has been suggested that the child labor laws should be suspended during the period of the war as well as laws relating to the labor of women and minors. It is reported that Samuel Gompers, in a conference at which these matters were discussed, and in which certain employers advanced the idea of repealing or suspending all the labor laws, offered the suggestion that he, Gompers, would use his influence to have the operation of any labor laws suspended whenever requested so to do by the President of the United States. President Gompers explained afterward that he offered this suggestion as a means of testing the sincerity of the employers who wanted the labor laws repealed. The suggestion of Mr. Gompers was rejected, thus proving, apparently, that they were not interested in having a labor law set aside when there was the necessity for it, but they wanted to wipe them out altogether, thus giving them a free opportunity to decrease the effectiveness of the labor unions during the war.

It has been said by employing interests in our country that England had found it necessary to suspend all the labor laws, and it has been particularly said that England had suspended all child labor laws. At a recent conference in Washington, during the time of the visit of the English and French commissioners, Mr. Thomas, representing English labor on the commission, said that England had suspended its child labor laws, was not true.

Mr. Thomas further said that he hoped it was not necessary for England to receive the military support of the United States at such a tremendous sacrifice as the repeal of the child labor laws would entail. The gentleman said that the essence of the struggle is for the future generation for the preservation of liberty and free institutions for those that come after us.

The children of today are the generation of the future, and no nation can afford to sacrifice its future citizenship by breaking down the child labor laws, the passage of which has been secured only after long years of effort, and which operate as a whole-

some restraint upon the greed of employers who are willing to coin future flesh and blood into profit in dollars.

Let us preserve the future generation. We can better afford to make any sacrifice of the adult population than to blight the lives of the children to the impairment of our future citizenship.

ENGLISH LABOR AND THE WAR.

WE have referred to the claims made by some employing interests in the United States as to the action of the British government with reference to labor organizations and labor laws, the statement having been made by employers here that the English government has found it necessary to suspend the labor laws, and to remove all restrictions as to employment of labor which is claimed to be necessary in the United States. At least this claim is made by some employing interests.

One would suppose to listen to these gentlemen that employers in England were delightfully free from the labor unions at the present time, and can do exactly as they please. This is the theory that is being put forward; and now what are the facts?

One fact seems to be that there are more members of organized labor today in Great Britain than there were before the war. It is said that the actual increase in membership of the trade unions in England has been over 1,000,000. This, in itself, does not look as though the trade unions of England were being wiped out by the war or by the removal of restrictions and the suspension of labor laws.

Another fact is that the British government and the unions have co-operated in increasing production. There has been a general speeding-up process which has enabled the production of large quantities of munitions, and all of this has been done by agreement between the government and the unions.

There is another fact: that female labor is more largely employed in these industries. Very likely this is a necessity for two reasons; first, the absence of so many men at the front; and second, the necessity that many females should do something to support themselves. Now, the introduction of female labor in these industries was brought about by agreement between the British government and the unions.

A fact of great significance is that every important bureau of the British government

has a representative of organized labor in its membership; thus the Balfour Commission to the United States had two labor members in Mr. Thomas and Mr. Bowerman. Mr. Thomas was able to tell us, and did tell us exactly, what had taken place in the English labor field during the war. He gave us the facts in the presence of some of the large employing interests of the United States; and he gave the facts in regard to the employment of child labor when certain mill interests in this country were showing a desire to find out if we could follow the example of England and wipe out the child labor laws in the United States.

It is a fact that in England there have been disagreements at times between the government and the unions with respect to conditions in some of the industries, but the fact that every important board in the English government has a trade union representative in its membership has enabled the British government and the unions to co-operate to an extent that has never yet been known in the United States.

The last statement is important, for we are told that we must avoid making some mistakes that have been made by the British. We have been told to adopt conscription from the start, and we have done so. But why do we not copy all of the good things? If it has worked well in England that the important government boards should have a trade union representative in their respective memberships, why is it not a good idea for the United States to have a trade union representative on all government boards.

The British government and the British trade unionists are co-operating because the government recognizes the unions as an essential fact, and has a member or representative of the unions on every important board. A labor member associated with Lloyd George is one of the extremely small committee that is today managing the entire affairs of the British government, including its share in the war. Obviously, under these circumstances, the English government is not in a position to discriminate against the organized wage earners, and therefore a degree of co-operation exists that we might well desire in the United States.

FEMALE LABOR AND THE UNIONS.

ONE of the fundamental principles of organized labor is, and has always been, that there should be equal pay for both

sexes on the same kind of work. There have been times in the past when this declaration of principle was looked upon as in the abstract or somewhat remote.

Probably at no previous time in the history of the organized labor movement has this principle come to the front as strongly as at present.

We learn that in the English factories female labor is being employed to an extent heretofore unknown, and as female labor has entered these industries working side by side with men, doing the same class of work, they are receiving the same pay, and they are receiving this "equal wages for equal work regardless of sex," simply and solely because it is, and always has been, a vital principle of organized labor which, in the present instance, organized labor has been able to enforce.

It is probable that the same conditions may arise in the United States. If we are to send vast numbers of troops into action; if we are to manufacture tremendous quantities of supplies and munitions, there must be a vast factory output, and this, on the one hand, together with the taking of men away from industries, must lead, as in England, to the employment of a large number of female workers.

It has always been a condition of industry in the United States that wherever female labor was employed, and there was no organization of the wage earners to enforce the principle of equal pay for equal work, female employees would get less wages than male employees on the same work. Employers who always claimed to be solicitous for the welfare and rights of their employees—and particularly for the right of their employees to remain unorganized—usually treated the female worker as if the mere fact that she is a woman implies that she must work for less wages than a man, even though she do an equal amount of work and do it equally well.

We have known of shoe factories where female cutters have been employed, and in every case the wages paid to female cutters has been less than the wages paid to male cutters of equal skill.

The reason why the principle, "equal pay for equal work regardless of sex," has been a fundamental principle of organized labor both in America and in Great Britain, is because of the tendency of employers to exploit female labor whenever they had a chance, and as the war has given female labor in England an opportunity to obtain

equal pay for equal work through the ability of the unions to enforce the principle, even so will the war give female labor in the United States an opportunity to obtain equal pay for equal work, in so far as they may be more largely employed in our manufacturing industries, and also in so far as they may become members in, affiliated with, and beneficiaries of the trade union movement.

It is said that the female workers of Great Britain are very grateful to the trade unions for what they have done for the women workers in the way of procuring equal wages. It is said that they call the trade union their "life-belt", which seems very apt descriptive phrase as signifying that the trade union helps to keep the woman worker afloat on the sea of industry.

We trade unionists have a duty to perform; namely, that we shall be the strongest possible missionaries, preaching the gospel of unionism among the female workers at the present time as well as of those of the future. We owe this duty to them and ourselves, for we will not only benefit them by helping them to secure equal pay for equal work, but we shall, at the same time, prevent our own wages and conditions from being drawn down to a lower standard by any successful efforts of the employers to use female labor at a lower price.

For the most part, wherever males and females work side by side in the shoe industry, such as vamping, for instance, they work for equal wages, but we shoeworkers must not assume that the subject is of no interest to us because the disparity of wages between males and females is not very apparent in our industry. We have a very vital interest in all other industries because the workers therein are co-workers with us in the cause of organized labor, and we want to see the cause in a prosperous condition all the time. We have another interest: that they are all purchasers of our production. We want them to be union purchasers and large purchasers; that is to say, we want them to earn the highest wages; therefore, we do not want women to work for less wages than men.

There is another reason. Whenever female labor is employed in industry, we want them to receive wages enough to be self-supporting and independent for the moral interests involved and for the future of the race. Reasons multiply why female labor should be affiliated with the unions, and through the unions receive equal pay for equal work.

A NOTABLE MEETING

ONE of the most notable meetings of men representing labor and men representing capital that ever assembled in America was the one recently held at the headquarters of the American Federation of Labor at Washington on Tuesday, May 15th. This meeting or conference was called by Samuel Gompers, President of the American Federation of Labor, who invited leaders of labor and leaders of capital to be present. The purpose was the consideration of the duties of capital and of labor in the war.

President Gompers invited such men as John D. Rockefeller, Jr., President Patterson of the National Cash Register Company, Guggenheim, the Gold and Copper Mine operator, the head of the Remington Arms Company, and other men of this type who have not been noted as friends of organized labor.

The fact that these men accepted Mr. Gompers' invitation was a most notable thing in itself, and it must be conceded that they showed a commendable spirit when men of their viewpoint, life work, and environment came to a labor headquarters on the invitation of President Gompers to discuss with labor men the mutual duties of labor and capital in the war crisis confronting our common country.

Our mind goes back fifteen years to the time of the coal strike when it took a strenuous president of the United States to bring together the representative of the mine operators and the representative of the miners' union preliminary to a conference with a view to bringing about a settlement and to prevent a coal famine. If we remember correctly, at that time it required all the force and influence of the United States government to get capital and labor in the same room together. But in the case we are speaking of, the conference at Washington at the headquarters of the American Federation of Labor, some of the most powerful capitalists in America came on the invitation of our honored labor chieftain, and all met as brother Americans, rallying to the defense of our government and our free institutions.

We have said that these men of capital showed a commendable spirit in accepting the invitation, but they showed even a better spirit in the conference, itself. John D. Rockefeller, Jr., expressed his regret that

throughout his life his environment had been such that he had not been permitted to work with his hands and to understand the viewpoint of the average earner. He wished them to believe that he was sincere in his desire to deal fairly with the American working people and hoped they would make allowances for his misunderstanding of the attitude of the men of labor. He pledged his support to co-operation between capital and labor for the national defense.

We have not attempted to quote Mr. Rockefeller literally, although we were present on that memorable occasion, and like the others were profoundly impressed with the sentiments he expressed. We have endeavored to give the substance and a fair interpretation of his remarks.

The other men of capital who were present expressed themselves in a similar way, some of them saying that they had a new viewpoint of the labor organizations, and that they were profoundly impressed by what they had heard. We are very sure that the labor men were also impressed. Here were men who had been on opposite sides of bitter industrial struggles, standing on a common platform for national defense, realizing that there was need of co-operation between the elements they represent and having a better understanding of each other because of the free expression of their views in conference. It was truly a long step toward a wider recognition, each of the rights of the other, between capital and labor.

We do not wish to be understood as believing the millennium has been reached, nor do we think that disagreements between labor and capital in this country are at an end, but we do know that this conference did engender a better spirit between the leaders of both sides who met on common ground, and we regard that conference as a distinct gain for the labor cause in that it is better understood by some of these large captains of industry and of finance who have opposed the labor cause most strenuously in the past.

The men of capital and of labor went together to the White House to pay their respects to the President and to assure him of their united support. Never before was there such a significant conference between men of labor and men of capital in the United States, and the visit to the White House capped the climax.

We feel it ought to be said in this connection that Samuel Gompers, President of

the American Federation of Labor, is at this time doing the most valuable service of his life for the union cause. It really seems as though the lifetime of work that he has given to the trade union movement has fitted him to take a leading part at the present time, and in this crisis he will win more for organized labor than we can at the present moment realize.

BRIEFS

Our 1917 convention finds our country in a state of war. Our flag is already on the firing line.

As indicated in our last issue, the selective conscription law has been enacted, and men between 21 and 31 are subject to draft unless exempted in accordance with the provisions of the law.

In some places opposition to the war and to selective conscription has been expressed by riot or by poster. This is foolish; also treason. No American citizen can afford to line-up against his country and for the autocracy of Europe.

We are to fight for the extension of free government, for the liberty of the world, and for the freedom of the world from war. Whatever else may seem in doubt, it seems certain that this war can only end by an arrangement of an international character preventing war in the future.

Russia appears to be uncertain what to do with her new liberties. The Russian leaders, however, are beginning to realize that unless they resume fighting against the Teutons, the Bulgars, and the unspeakable Turks, they may be deprived of their newly won liberties. All factions in Russia seem now to realize this, and it is expected that the Russian armies will soon resume operations with greater force than ever before.

This is a matter of great importance to us. If Russia fights, we will have to raise less men. If Russia does not fight, we will have to raise tremendously larger numbers of men. The theory that we may have to raise 10,000,000 men is largely based upon the assumption that Russia may not fight.

And then there is Japan. Japanese naval vessels are assisting France in submarine

patrol work. It is reported that Japanese soldiers will soon be on the French front and also on the Russian front giving encouragement and support to the Russians.

Our own navy is engaged in doing submarine patrol work in English waters. It is claimed that our inventors have found a device to conquer the submarine. At all events at this writing, submarine victims have been less numerous for several weeks, and the theory of starving England and France appears to be remote of realization.

It is truly a world war. Brazil and some other countries of South America are on the verge of entering the conflict; so also is Spain, while Sweden and Norway are becoming very much disturbed over the destruction of their vessels by submarines.

Much is expected from the American commission to Russia. They will undoubtedly be in Petrograd by the time our readers receive this issue. The commission as a whole appears to be very wisely chosen and we especially expect good results from the service of James Duncan, the trade union member of the commission, and vice-president of the American Federation of Labor. The commission as a whole ought to do much toward the encouragement of Russia in the establishment of a sound democratic government, in the development of its industry and resources, the organization of its labor, and in the successful prosecution of the war.

Autocracy, in attempting to impose its will—upon the world, in violating neutrality, in treating national treaties as scraps of paper, in its barbarous acts upon land and sea, and in bringing the whole world to oppose it, is performing a service for mankind. The struggle may be long, but the world will be a better place when it is over. All nations will have progressed toward more popular government and more equitable relations between men. Whatever the cost, humanity is going forward. As a result of the war, war, itself, is doomed.

As we go to press, we are in receipt of information to the effect that seven manufacturers operating union factories in Southeastern Massachusetts have secured substantial contracts for the manufacture of Army and Navy shoes.

: FRENCH DEPARTMENT :

FOURNITURES POUR L'ARMÉE ET LE TRAVAIL.

L'ON nous dit que les ressources productrices de la nation doivent être utilisées, stimulées, et encouragées de toute manière possible afin de fournir ce qui est nécessaire aux forces que nous devons mettre dans la guerre presque universelle qui sévit, pour donner le nécessaire au reste de la population et la nourrir, et faire de même en grande mesure pour les forces et la population des nations alliées.

Voilà une entreprise colossale. Pour y parvenir, le congrès confère des pouvoirs extraordinaires à quelques hommes, et l'on est à faire des appropriations les plus considérables dans l'histoire du pays pour atteindre le but désiré.

Dans les derniers jours on a même cru entrevoir qu'il serait peut-être nécessaire, avant la fin de la lutte, que les États-Unis organisent et équipent 10,000,000 pour les mettre dans le conflit. Il est vrai actuellement on ne fait provision que pour un million d'hommes divisés en deux unités de 500,000 chaque, à part l'armée régulière et la milice d'état telles que recrutées en temps de guerre. Ceci donnerait un total, nous dit-on, de 1,700,000 hommes.

Mais ceci n'est peut-être qu'un modeste commencement. Nous ne sommes pas encore à l'oeuvre, et nous ne savons pas ce qui nous attend. Ceci ne veut pas dire que nous posons en critique et que nous nous opposons à envoyer 10,000,000 d'hommes dans le conflit si le besoin s'en fait sentir. Quelles que soient les actions préliminaires qui ont précédé, nous sommes en guerre et nous sommes prêts à prêter notre concours jusqu'à la fin. Il n'existe pas de trahison chez nous.

Nous considérons simplement l'étendue de l'entreprise, les proportions possibles de fournitures militaires et produits alimentaires qui peuvent être nécessaires, et l'effort de coopération qui doit se faire par et pour le peuple afin de réussir à une conclusion heureuse de la guerre aussitôt possible sans avoir à subir des pertes de vie et matérielles trop considérables.

D'abord, une des questions vitales à considérer est l'attitude du gouvernement, des contracteurs du gouvernement, et des patrons privés vis-à-vis du travail. Quelques unes des corporations considérables semblent dis-

posées à se servir de la guerre comme une opportunité pour prendre avantage du travail et s'emparer de certains bénéfices et conditions équitables établis par les organisations laborieuses au moyen d'efforts continus de nombres d'années.

Il est à peine nécessaire de dire que les efforts de tels individus seront futiles. Le travail syndiqué est prêt à faire sa part. Il ne veut pas la guerre: il croit à l'abolition de la guerre, mais quand la guerre se présente et ne peut être évitée, comme dans le cas actuel, il se trouve autant de patriotisme dans les veines des travailleurs à gages syndiqués qu'on en voit chez les autres classes.

De plus, notre patriotisme ne se mesure pas avec le dollar. Nous ne dérivons aucuns profits de la guerre. Nous ne pouvons que travailler et combattre. Quand nous luttons, nous le faisons pour la conservation de nos libertés, et non pas pour aux patrons sans justice l'opportunité de nous priver de justice libertés que nous avons obtenues dans le champ industriel.

Nous comptons près de 3,000,000 de membres du travail syndiqué aux États-Unis, et nous soumettons le fait que quand la coopération de tous les éléments est nécessaire à notre défense nationale, d'injustes patrons ou de grandes corporations ne devraient pas se permettre la tentative de détruire les libertés industrielles si difficilement gagnées par ces travailleurs à gages syndiqués sur lesquels il faut dépendre pour porter les armes pour défendre les intérêts de ces patrons, et pour faire l'ouvrage nécessaire pour la production des fournitures militaires et produits alimentaires nécessaires pour faire réussir le pays dans la lutte qui est engagée.

Nous ne prétendons pas que les 3,000,000 de travailleurs à gages syndiqués produisent tous les aliments, l'habillement, les fournitures militaires, etc., mais, comme ils sont des travailleurs syndiqués, ils représentent tous les travailleurs à gages, syndiqués et non syndiqués. Comme ils représentent le travail en général, il est important que l'attitude du gouvernement lui-même, dans les bureaux où l'on traite de production, où se font les achats de fournitures, de produits manufacturés de toutes sortes, démontre, que s'il s'attend à beaucoup des travailleurs à gages, ce qu'il va faire pour reconnaître les 3,000,000 de membres du travail

syndiqué comme élément dont la coopération est désirable. Le gouvernement donnerait-il son patronnage aux ennemis du travail syndiqué, leur aidant par ce moyen à écraser le travail syndiqué?

Nous n'admettons pour un instant la possibilité d'un tel résultat, mais, de l'attitude du gouvernement lui-même, dépend le degré de coopération que l'on peut attendre des travailleurs à gages syndiqués.

Dans notre dernier numéro nous notions que le gouvernement des États-Unis, en plaçant des commandes pour chaussures, s'était montré disposé à favoriser les compagnies non-unionistes, et ceci en face du fait que les nations alliées de l'Europe qui ont fait des achats de chaussures pour l'armée aux États-Unis, ont accordé la plus grande partie de leur patronnage à des compagnies unionistes.

Nous ne savons pas jusqu'à quel point se portera cette conduite de distinction contre les travailleurs à gages, mais dans la production des aliments, des vêtements, des harnais, et dans les munitions de toutes sortes, y-inclus les énormes travaux de machinerie, il y a une opportunité de distinction contre le travail syndiqué si le gouvernement le permet.

Une telle conduite forcerait l'unionisme de métiers à lutter pour sa propre existence afin de la maintenir intacte pendant le combat. Ce n'est pas la sorte de coopération dont la nation a besoin. Le gouvernement doit être responsable des bureaux composés d'hommes, qui, faisant les achats nécessaires à la guerre se permettent des distinctions au désavantage du travail syndiqué. Une telle conduite produirait de sérieuses grèves et des désordres laborieux qui paralysaient la production quand elle serait le plus nécessaire. La guerre ne peut pas servir, et ne servira pas d'opportunité pour crucifier le travail.

LA GÉNÉRATION FUTURE.

QUELQUES patrons à esprit étroit ont insinué que les besoins du pays vont devenir si grands que chaque once de pouvoir producteur sera requis, et qu'il devrait y avoir suspension des lois laborieuses en conséquence. C'est le brin de paille indiquant que nous avons des patrons qui ne pardonnent pas aux travailleurs à gages de s'être syndiqués, d'avoir amélioré leur propre condition, et d'avoir formé leur propre destin, jusqu'à un certain point, au lieu d'avoir leurs vies réglées du commencement à la fin par des patrons qui les regardent comme

quelque chose de moins que des êtres humains favorisés du droit de "vie," de liberté, et de chercher le bonheur.

On a suggéré la suspension de la loi concernant le travail des enfants durant la guerre, de même que les lois se rapportant au travail des femmes et des mineurs. On rapporte que Samuel Gompers, dans une conférence à laquelle ces choses ont été discutées, certains patrons avancèrent l'idée de rappeler ou de suspendre les lois laborieuses, il leur offrit de se servir de son influence pour faire suspendre l'opération de toute loi se rapportant au travail quand la demande en sera faite par le président des États-Unis. Le président Gompers expliqua ensuite qu'il offrit ses services comme moyen d'éprouver la sincérité des patrons qui désiraient le rappel des lois laborieuses. La suggestion de M. Gompers fut rejetée, prouvant ainsi, apparemment, que la suspension des lois laborieuses ne semblait pas les intéresser quand la nécessité s'en faisait sentir, mais qu'ils ne cherchaient qu'une opportunité de diminuer l'efficacité des unions laborieuses durant la guerre.

Les corporations de ce pays ont dit que l'Angleterre avait trouvé nécessaire de suspendre toutes les lois laborieuses, et que ces lois avaient été particulièrement suspendues en ce qui se rapporte au travail des enfants. A une récente conférence tenue à Washington, au temps de la visite des commissaires anglais et français, M. Thomas, représentant le travail anglais sur la commission affirma qu'il était faux que l'Angleterre avait suspendu les lois concernant le travail des enfants.

M. Thomas déclara de plus qu'il espérait qu'il serait nécessaire que l'Angleterre reçoive l'assistance militaire des États-Unis au terrible sacrifice du rappel des lois régissant le travail des enfants. Ce monsieur dit que l'essence de la lutte est pour la génération future pour la conservation de la liberté et d'institutions libres pour ceux qui viendront après nous. Les enfants d'aujourd'hui sont la génération de l'avenir, et aucune nation pourrait accepter le sacrifice de ses citoyens futurs en brisant les lois concernant le travail des enfants, lois dont le passage n'a été assuré qu'après de longues années d'efforts, et qui ont l'effet de pouvoir restreindre la cupidité des patrons qui semblent battre monnaie avec la chair et le sang de la génération future. Conservons la génération future. Nous pouvons mieux sacrifier la population adulte que ruiner les vies des enfants au prix de l'altération de la qualité de nos citoyens de l'avenir.

LE TRAVAIL ANGLAIS ET LA GUERRE.

NOUS avons parlé des prétentions de certaines corporations des États-Unis se rapportant à l'action du gouvernement britannique concernant les organisations et les lois de travail; certains patrons ont avancé que le gouvernement anglais avait jugé nécessaire de suspendre les lois laborieuses, et d'enlever toutes restrictions quant à l'emploi du travail jugé nécessaire aux États-Unis. C'est du moins ce que prétendent certaines corporations.

A entendre ces messieurs l'on serait porté à supposer que les patrons d'Angleterre n'ont absolument rien à faire avec les unions de travail actuellement, et qu' ils peuvent agir comme bon leur semble. C'est la théorie que l'on avance; quels sont les faits?

Il paraît certain que la Grande Bretagne a plus de membres du travail syndiqué aujourd'hui, qu'elle en comptait avant la guerre. On dit que l'augmentation actuelle dans le nombre des membres des unions de métiers en Angleterre a été d'au-delà d'un million. Ceci n'indique pas que les unions de métiers d'Angleterre disparaissent avec la guerre ou par la disparition de restrictions ou la suspension des lois laborieuses.

Un autre fait est que le gouvernement britannique et les unions ont coopéré en augmentant la production. On a travaillé avec diligence à assurer des quantités considérables de munitions, et tout cela s'est fait parce qu'il y a eu entente entre le gouvernement et les unions.

Voici un autre fait: le travail féminin est plus considérablement employé dans ces industries. Ceci est sans doute une nécessité pour deux raisons; d'abord, l'absence de beaucoup d'hommes au front; et ensuite, le besoin dans lequel se trouvent les femmes de faire quelque chose pour leur subsistance. Maintenant, c'est par une entente entre le gouvernement britannique et que les femmes travaillent dans ces industries.

Un fait significatif est que chaque bureau important du gouvernement britannique a un représentant du travail syndiqué au nombre de ses membres; c'est ainsi que la commission Balfour aux États-Unis avait deux membres du travail syndiqué dans la personne de M. Thomas et M. Bowerman. M. Thomas a pu nous dire, et nous dit exactement ce que s'était passé dans le champ laborieux anglais pendant la guerre. Il exposa les faits en présence de grandes corporations des États-Unis; il présenta les faits en ce qui se rapporte à l'emploi du travail des enfants quand quelques intéressés du pays manifestèrent le désir de savoir si

nous pouvions suivre l'exemple de l'Angleterre et faire disparaître les lois concernant le travail des enfants aux États-Unis.

Il est reconnu qu'en Angleterre il y a eu des différends parfois entre le gouvernement et les unions en ce qui regarde les conditions dans quelques industries, mais le fait que chaque bureau important du gouvernement anglais compte un représentant de l'union des métiers a mis le gouvernement britannique et les unions en état de coopérer d'une manière jusqu'aujourd'hui inconnue aux États-Unis.

Ce dernier fait est important, puisqu'on nous conseille d'éviter les erreurs commises par les Anglais. On nous a dit d'adopter la conscription dès le début, et c'est ce que nous avons fait. Mais pourquoi ne pas copier quelques unes des bonnes choses? Si l'Angleterre s'est bien trouvée d'avoir un représentant de l'union des métiers dans ses importants bureaux du gouvernement, pourquoi ne ferait-on pas de même quand il s'agit des bureaux du gouvernement aux États-Unis. Le gouvernement britannique et ses unionistes de métiers coopèrent parce que le gouvernement reconnaît les unions comme essentielles, ayant un de leurs membres pour les représenter dans chaque bureau important. Un membre du travail associé avec Lloyd George est un des plus petits comités qui dirige actuellement les affaires entières du gouvernement britannique, y inclus sa part dans la guerre. Sous de telles circonstances, il est évident que le gouvernement anglais n'est pas en position de faire des distinctions contraires aux travailleurs à gages syndiqués, et c'est pour cela qu'on y voit un degré de coopération qui serait bien désirable aux États-Unis.

LE TRAVAIL DES FEMMES ET LES UNIONS.

UN des principes fondamentaux du travail syndiqué est, et a toujours été, qu'il devrait exister égalité de gages pour les deux sexes pour le même genre de travail. On se rappelle que dans le passé une telle déclaration aurait été regardée comme abstraite et quelque peu reculée.

Probablement, jamais, dans l'histoire du mouvement du travail syndiqué ce principe a été mis de l'avant d'une manière aussi prononcée qu'aujourd'hui.

Nous apprenons que dans les manufactures anglaises le travail des femmes compte à un point inconnu jusqu'à présent, et comme ces femmes se trouvent dans ces industries, travaillant avec les hommes, faisant le même ouvrage, elles reçoivent les mêmes gages, et

elles reçoivent cette "égalité de gages pour travail égal sans égard au sexe," simplement et seulement parce ce principe a toujours été reconnu par le travail syndiqué qui, comme on le voit dans ce cas, le met en force.

Il est probable que les mêmes conditions existeront aux États-Unis. Si nous sommes pour envoyer des troupes pour l'action, si nous sommes pour manufacturer des quantités considérables de produits et de munitions, il y aura de l'ouvrage. S'il faut ôter les hommes de ces industries, il en résultera, comme c'est arrivé en Angleterre, qu'il faudra les remplacer par des femmes.

Les conditions industrielles des États-Unis ont toujours démontré que, quand on emploie les femmes, et qu'il n'existe aucune organisation de travailleurs à gages pour mettre en force le principe d'égalité de gages pour travail égal, les femmes ont toujours reçu des gages inférieurs. Les patrons qui ont toujours prétendu être d'une extrême sollicitude pour le bien-être et les droits de leurs employés—et particulièrement pour le droit de non-organisation parmi les employés—ont généralement traité la femme travailleuse comme si le seul fait qu'elle est femme voulait dire qu'elle doit travailler pour des gages plus petits que ceux de l'homme, même en travaillant autant et également bien.

Nous connaissons des manufactures de chaussures où l'on a employé des femmes comme coupeurs, et dans chaque cas on leur a donné des gages moins élevés quand elles faisaient l'ouvrage des hommes avec autant d'habileté.

La raison pourquoi le principe "d'égalité de gages pour travail égal sans égard au sexe," a été à été fondamental avec le travail syndiqué en Amérique et la Grande Bretagne, se trouve dans la tendance qu'ont les patrons d'exploiter les femmes travailleuses quand ils en ont l'occasion, et comme la guerre a donné à la femme travailleuse d'Angleterre l'opportunité d'obtenir des gages égaux pour travail égal au moyen des unions qui ont mis le principe en force, de même la guerre donnera à la femme-travailleuse des États-Unis l'occasion d'obtenir l'égalité de gages pour égalité de travail, en vue du fait qu'elles deviendront représentées plus considérablement dans nos industries manufacturières, et quand elles feront partie du mouvement de l'union des métiers pour en recevoir tous les bénéfices.

L'on dit que les femmes travailleuses de la Grande Bretagne sont très-reconnaissantes envers les unions de métiers pour ce qu'elles ont obtenu en leur procurant des gages

égaux. Elles nomment, dit-on, l'union des métiers leur "ceinture de sauvetage," ce qui semble être un nom bien adapté pour décrire ce que fait l'union des métiers pour la femme-travailleuse dans la mer de l'industrie.

Nous unionistes de métiers avons un devoir à accomplir; c'est-à-dire, que nous devons être de puissants missionnaires, prêchant l'évangile de l'unionisme chez la femme-travailleuse aujourd'hui et à l'avenir. Nous leur devons cela ainsi qu'à nous-mêmes, parce que non seulement nous bénéficierons en leur aidant à s'assurer l'égalité de gages pour égalité de travail, mais nous empêcherons, en même temps, les patrons de rendre les conditions laborieuses plus maulaises et les gages plus bas par l'emploi de la femme travailleuse.

En général, quand les hommes et les femmes travaillent ensemble dans certaines parties de l'industrie de chaussures, ils travaillent pour des gages égaux, mais nous cordonniers ne devons pas supposer que le sujet ne doit pas nous intéresser parce que l'inégalité des gages entre les hommes et les femmes n'est pas très-apparente dans notre industrie. Nous avons un intérêt très-vital dans toutes les autres industries parce que les travailleurs sont des compagnons qui, avec nous, désirent le succès du travail syndiqué, et nous voulons que la cause soit toujours prospère. Nous avons aussi un autre intérêt: qu'ils soient tous des clients de nos produits. Nous désirons les voir des acheteurs unionistes et de gros acheteurs; c'est-à-dire, nous désirons les voir gagner des gages élevés; conséquemment, nous ne voulons pas que les femmes aient moins de gages que les hommes.

Il existe une autre raison. Quand la femme est employée dans l'industrie, nous voulons qu'elle reçoive assez pour se maintenir et être indépendante au point de vue de la morale et de l'avenir de la race. Il y a de multiples raisons pour que les femmes deviennent affiliées aux unions, et par ce moyen reçoivent égalité de gages pour égalité de travail.

UNE RÉUNION NOTABLE.

UNE des plus notables réunions d'hommes représentant le travail et le capital a été tenue récemment aux quartiers généraux de la Fédération Américaine du travail à Washington, mardi, le 15 mai. Cette réunion ou conférence fut convoquée par Samuel Gompers, président de la Fédération Américaine du travail, qui invita les chefs du travail et

du capital à être présents. Le but de cette réunion était de considérer les devoirs du capital et du travail durant la guerre.

Le président Gompers avait invité des hommes tels que John D. Rockefeller fils, le président Patterson de la "National Cash Register Company" Guggenheim, l'opérateur de la "Gold Copper Mine," le chef de la "Remington Arms Company," et autres de ce genre qu' on n'a pas mis au nombre des amis du travail syndiqué.

Le fait que ces hommes acceptèrent l'invitation de M. Gompers était quelque chose de peu ordinaire en lui-même, et il faut admettre qu' ils firent preuve d'esprit louable quand des hommes de leur calibre, de leur position et entourage se rendirent aux quartiers-généraux sur l'invitation du président Gompers pour discuter avec des hommes de travail les devoirs mutuels du travail et du capital dans la crise de la guerre qui confronte notre patrie commune.

Nous retournons de quinze années au temps de la grève de charbon quand il fallut les efforts d'un hardi président des États-Unis pour réunir le représentant des opérateurs de mines et le représentant de l'union préliminaire des mineurs afin de conférer ensemble sur les moyens à prendre pour régler et prévenir une famine de charbon. Si nous nous rappelons bien, il fallut alors toute la force et l'influence du gouvernement des États-Unis pour réunir le capital et le travail dans la même chambre. Mais dans le cas actuel, la conférence de Washington aux quartiers-généraux de la Fédération Américaine du travail, quelques uns des plus puissants capitalistes de l'Amérique se rendirent sur l'invitation de notre honoré commandant du travail, et tous se rencontrèrent comme frères américains, se ralliant pour la défense de notre gouvernement et de nos institutions libres.

Nous avons dit que ces hommes avaient fait preuve d'esprit louable en acceptant l'invitation, mais ils firent preuve d'un meilleur esprit même à la conférence. John D. Rockefeller fils exprima le regret que, pendant sa vie, son entourage ne lui ait pas permis de faire de l'ouvrage manuel et de comprendre les vues de la moyenne des travailleurs à gages. Il les pria de croire qu' il était sincère dans ses désirs de traiter d'une manière équitable avec la classe laborieuse américaine et il espérait qu' on aurait de l'indulgence s'il n'avait pas compris l'attitude des hommes de travail. Il promit son appui pour coopérer entre le capital et le travail pour la défense nationale.

Nous n'avons pas cherché à citer M. Rockefeller littéralement, quoique nous étions présent en cette mémorable circonstance, et comme les autres nous avons été profondément impressionné par les sentiments qui furent exprimés. Nous nous sommes efforcé de donner la substance et une juste interprétation de ses remarques.

Les autres capitalistes présents s'exprimèrent de la même manière; quelques uns avouèrent qu' ils voyaient les organisations laborieuses sous un nouveau jour, et ce qu' ils avaient entendu les avait profondément impressionnés. Nous sommes persuadés que les hommes de travail furent impressionnés aussi. Ici nous avions des hommes qui s'étaient amèrement opposés dans les luttes industrielles, réunis en commun pour la défense nationale, réalisant la nécessité de coopération entre les éléments représentés et se comprenant mieux parce que la conférence avait donné l'occasion d'exprimer leurs vues librement. C'était un grand pas vers une meilleure connaissance des droits qui doivent exister entre capital et travail.

Nous ne désirons pas qu' on croit que nous sommes sous l'impression que nous avons atteint le millénaire; nous ne sommes pas imbus de l'idée que les différends entre le travail et le capital sont terminés en ce pays, mais nous savons que cette conférence a créé un meilleur esprit entre les chefs des deux partis qui se sont réunis en commun, et nous y voyons un avantage distinct pour la cause laborieuse qui a été mieux comprise par quelques uns de ces grands capitaines de industrie et de la finance qui se sont opposés à outrance à la cause laborieuse dans le passé.

Les hommes du capital et du travail allèrent ensemble à la Maison Blanche présenter leurs hommages au président et l'assuré de leur appui. Jamais auparavant a-t-on vu une conférence aussi significative entre les hommes du travail et du capital aux États-Unis, et la visite à la Maison Blanche fut une heureuse finale. A ceci, nous sentons que nous reconnaitre que Samuel Gompers, le président de la Fédération Américaine du travail, rend, à cette heure surtout, le plus grand service de sa vie pour la cause de l'Union. Il est évident que le travail de sa vie pour le mouvement de l'union des métiers l'a préparé pour la partie importante qu' il dirige à présent, et dans cette crise il gagnera plus que nous pouvons actuellement le réaliser pour le travail syndiqué.

PETITES NOTES.

Notre convention de 1917 trouve notre pays en état de guerre. Notre drapeau flotte déjà sur la ligne du feu.

Tel que mentionné dans notre dernier numéro, la loi de conscription a été ordonnée, et les hommes de 21 à 31 ans sont sujets au service à moins d'exemption prévue par la loi.

Dans quelques places on a exprimé son opposition à la guerre et la conscription par des émeutes et par la publication de circulaires. C'est de la folie; c'est aussi de la trahison. Nous ne voyons qu'aucun citoyen Américain puisse se mettre contre son pays en faveur de l'autocratie de l'Europe.

Nous sommes pour combattre pour l'extension du gouvernement libre, pour la liberté du monde, et pour libérer le monde de la guerre. Quelque soient les doutes sur certaines choses, il semble certain que cette guerre ne se terminera que par un traité de caractère international pour la prévention de la guerre à l'avenir.

La Russie paraît être indécise sur ce qu'elle doit faire de ses nouvelles libertés. Les chefs russes commencent à réaliser, toutefois, qu'à moins de résumer la lutte contre les Teutons, les Bulgares, et les ineffables Turques, ils seront peut-être privés de leurs libertés nouvellement acquises. Toutes les factions de la Russie semblent réaliser ceci, et on s'attend à ce que les armées russes recommenceront bientôt leurs opérations avec plus de force que jamais.

Ceci est de grande importance pour nous. Si la Russie combat, nous aurons à envoyer moins d'hommes. Si la Russie s'abstient, il nous faudra envoyer un nombre considérable d'hommes. La théorie qu'il nous faudra organiser une force de 10,000,000 d'hommes se base surtout sur la supposition que la Russie peut ne pas combattre.

Et il y a le Japon. La marine japonaise assiste la France dans sa patrouille sous-marine. On rapporte que les soldats japonais seront bientôt sur le front français ainsi qu'au front russe pour encourager et appuyer les russes.

Notre propre marine est à faire le patrouille sous-marine dans les eaux anglaises. On prétend que nos inventeurs ont trouvé un moyen de conquérir les sous-marins. Dans tous les cas, comme nous écrivons ceci, les victimes des sous-marins ont été plus rares depuis quelques semaines, et la théorie de réduire l'Angleterre et la France par la famine paraît loin de se réaliser.

C'est véritablement la guerre universelle. Le Brésil et quelques autres pays de l'Amérique du sud sont près d'entrer dans le conflit; il en est ainsi de l'Espagne, tandis que la Suède et la Norvège semblent bouleversées à-propos de la destruction de leurs navires et de leurs sous-marins.

On attend beaucoup de la commission américaine en Russie. Ces messieurs seront sans doute à Petrograd quand nos lecteurs recevront ce numéro. Somme toute, la commission paraît avoir été sagement choisie, et nous nous attendons à d'heureux résultats du service de James Duncan, membre de la commission qui fait partie de l'Union des métiers, et vice-président de la Fédération Américaine du travail.

La commission devrait faire beaucoup pour encourager la Russie à l'établissement d'un sain gouvernement démocratique, pour le développement de ses industries et de ses ressources, l'organisation de son travail, et pour l'heureuse poursuite de la guerre.

L'autocratie, en cherchant à imposer sa volonté à l'univers, en violant la neutralité, en s'occupant des traités nationaux comme de chiffons de papier, par ses actes barbares sur terre et sur mer, qui ont mis l'univers entier contre elle, rend service au genre humain. La lutte sera peut-être longue, mais le monde ne s'en portera que mieux quand tout sera fini. Toutes les nations auront progressé vers un gouvernement plus populaire et de plus équitables relations entre les hommes. En dépit du prix, l'humanité avance. Comme résultat de la guerre, la guerre elle-même est condamnée.

Comme nous allons sous presse, on nous informe de sept manufacturiers unionistes de Massachusetts sud ont reçu des contrats importants pour chaussures d'armée et de marine.

ROOT OUT CHILD LABOR.

Present conditions have aroused the whole world to an investigation of the fundamentals concerned in national organization and the best development and conservation of our people. Such an investigation involves consideration of the agencies and influences that deal with life forces. That which is the foundation for all national development and progress is the physical well-being of the citizens of the nation. Physical well-being does not happen. It follows from knowledge of the fundamental principles of life and health and definite sustained efforts to apply this knowledge to the affairs of daily life and work. Material and intellectual progress and growth of the nation are dependent directly on the physical. Lack of virility, arrested physical development, show themselves in a national weakness at some great crisis and inability to make the sustained effort necessary to realize ideals.

Every plan for national conservation and development must be based upon appreciation of the significance and the importance of the child—the child of the poor man as well as the child of the wealthy. There is wrapped up in every child born into the world an infinite potentiality. Into what a child may develop no one can say, but we all know well that the development is conditioned upon assuring to that child the protection and conditions that make for healthful physical development and opportunities for developing its mental powers. The whole physical structure is a delicate mechanism reflecting every influence that comes into the life and environment of the child, and all of these influences, whether material or spiritual, are reflected directly in personality and life.

There is a very direct connection between the nourishment of the body, adequate clothing, pleasant surroundings and untrammelled mental and physical development of the powers of the individual. Unless its life is to be perverted or dwarfed in some degree each child must be assured from the beginning a chance to live and grow and opportunities for development. Each child has an important significance in the life of the whole nation, for national development is conditioned by individual development. There is no greater crime and no more fundamental mistake that a nation can make than to neglect its children. Yet in many parts of our nation we permit little children to toil in factories, in industries, in stores, upon our streets and in all manner of so-called gainful occupations. The child is helpless; it

does not know; it can not protect itself; it must do what grim necessity compels. It must spend its growing time and its play time in hours of physical toil, breaking down its muscles with early fatigue, deadening its bones and searing its very heart and mind with an intense feeling of the injustice of the world. There is not a child that does not want and need the time to grow and the time to play, and yet we shut them away from the sunshine and all of outdoors with its growing things, and make their little shoulders stoop from the dreary task, and wear their little fingers with incessant toil.

Child labor is a wicked practice—one totally abhorrent to all ideals of intelligence and devoid of heart understanding. There is nothing in later life that can ever compensate a neglected or abused child for the losses which were a part of its childhood. As the human body, the human mind, and the human personality develop they remain fundamentally unchanged. There is a time to grow and a time to develop which never returns. The fundamental problems which confront our nation are those of child labor and education. For years an adequate child-labor bill has been under consideration by the United States Congress and is now before the Sixty-fourth Congress. Such a law barring the products of child labor from interstate commerce would have a far-reaching effect in making use of child labor unprofitable in States where it now prevails because without regulation. The workers are those who appreciate most fully and most vividly the consequences of child labor. They themselves and their own children have been made to suffer through the barbarous practice. Therefore, their demands for the regulation and the limitation of child labor have the urgency and persistency of personal experience and personal conviction.

The enactment of a federal child-labor law is one that stands first on the legislative program of the American Federation of Labor. And this is not a selfish demand that concerns the workers only, for any neglect or harm done to any child—in any of the nation's children—is a blow at the heart of the nation.—American Federationist.

"I see you have your arm in a sling," said the inquisitive passenger. "Broken, isn't it?"

"Yes, sir," responded the other passenger.

"Meet with an accident?"

"No, broke it while trying to pat myself on the back."

"Great Scott! What for?"

"For minding my own business."

CLERIC-ECONOMIST FAVORS IMMIGRATION BILL; SAY OPPONENTS ARE SELFISH AND SENTIMENTAL.

REV John A. Ryan, D.D., formerly of Minnesota, but now professor of economics, Catholic University, in Washington, D. C., has declared in favor of the Burnett immigration bill. If this legislation is adopted by Congress, he says, "we shall have sufficient legislation to improve the quality, provide for assimilation and protect the standard of life that is required for decent living."

Rev. Ryan's statement, which includes a history of immigration legislation, has been published by the Weekly Press Service of the Social Service Commission, American Federation of Catholic Societies, and is, in part as follows:

The lowered standard of living is the main justification for restriction, and it is probably the reason behind the greater part of the agitation. Between two-thirds and four-fifths of the adult males of the country receive less than \$750 a year, and real wages have declined from 10 to 15 per cent since 1890. The great majority of the new immigrants go into the unskilled industries, thereby overstocking the market for that kind of labor, and bringing down wages. They do not become farmers, as so considerably occurred with the old immigration. The supply of unskilled labor should be reduced. The immigration commission was unanimous on this point.

Among methods of restriction suggested are: The requirement of a contract enabling the immigrant to command living wages; the restriction of the arrivals from any country to a certain per cent of the average emigration from that country during the preceding period of ten years; the division of the immigration countries in groups, and the granting of the privilege of sending immigrants to only one group in one year; and the literacy test. The first three are difficult of administration, while the last was recommended by eight of the nine members of the immigration commission as the best single method of restriction. It would exclude about one-third.

The opposition to restriction is sentimental, or superficial, or selfish. The sentimentalists want America to be kept a haven for the oppressed, but charity begins at home, and we want to keep it a genuine haven, instead of developing a proletariat; and we want to keep it an example of genuine democracy and of a better distribution of wealth

than exists in Europe. Thus we can serve humanity better than by enabling a comparatively small proportion of the oppressed of Europe to better their condition very slightly.

The superficial objectors find fault with the literacy test because it does not guarantee character, something that it was not meant to do. It is primarily a method of affecting quantity, not quality. Others denounce it as the outcome of bigotry, but this factor is relatively unimportant in the movement; besides, the device ought to be judged on its merits. It is regrettable that Catholics will not consider more the economic argument for restriction. Others object that the country needs to be developed. If that means that a large group will be worse off than before, the objection is baseless. All the rough work generally done by unskilled foreigners would be done by Americans if they were paid sufficient wages. The immigration commission declared there is a constant oversupply of unskilled labor.

The selfish persons are those who wish to increase production and profits through cheap labor, at less than living wages. They would prefer Chinese and Japanese laborers if they could get them. They do not deserve serious consideration.

HAM AND CABBAGE.

I MET a shining damsel of the most angelic mold; her lovely hair was clearly formed from filaments of gold. Her cheeks were like the sunset and her lips were like the dawn, her body slim and graceful as a young gazelle or fawn. I told her how entranced I was that thus we two should meet, and asked her to a restaurant to have a bite to eat.

I ordered consomme du rose and violets on toast, a tiny goldfish served for two, a stuffed canary roast, a salad made of buttercups, sip of honey dew, and said: "O fairy frail, is that enough for me and you?" A look of patient sorrow was the answer of her eye, and with lips described above she furnished this reply:

"The most enchanting shadow that it's possible to cast must have a parent subject or the shadow can not last. The roses on the lovely cheeks of sweet and bright sixteen reflect the fundamental, necessary pork and bean. So cancel all that fancy fluff from rose to honey dew, and order ham and cabbage, if it's all the same to you."—By Arthur Brooks Baker, in Commercial Tribune.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:
246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
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C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
1	Louis Manning,	Haverhill, Mass.
35	E. B. West,	Brockton, Mass.
35	Chas. F. Prouty,	Brockton, Mass.
68	Henry Ammon,	Cincinnati, O.
118	Otis Saville,	Brockton, Mass.
160	Napolitano Salvatore,	Brooklyn, N.Y.
162	T. R. Wiseman,	Worcester, Mass.
"0" 154	Jas. A. Burns,	Brockton, Mass.
"0" 154	Ella J. Holmes,	Brockton, Mass.
191	Chas. C. Wade,	Haverhill, Mass.
233	Geo. Corral,	Toronto, Ont.
266	Theophile Mousseau,	Montreal, Que.
"0" 357	Arthur J. Connor,	Bridgewater, Mass.
365	Mrs. E. Perkins,	Brockton, Mass.
406	William Sherburne,	Brockton, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employes of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. Members employed in Union Stamp factories shall not be allowed to fall in arrears for dues. The General President is hereby directed to object to the employment in any Union Stamp factory of any member owing more than three weeks' dues.
5. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.
6. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
7. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.
3. The Financial Secretary will call the attention to the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately and report separately, to the Executive Board using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate

of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon book to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General-Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO JUNE 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

FACTORY

- | | |
|--|---|
| <p>*1 E T. Wright & Co., Rockland, Mass.
 3 North Adams Shoe Co., North Adams, Mass.
 *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
 *5 A. J. Bates Co., Webster, Mass.
 *6 M. N. Arnold Co., No. Abington, Mass.
 *7 Weber Bros.' Shoe Co., North Adams, Mass.
 8 New Bedford Shoe Co., New Bedford, Mass.
 *9 T. D. Barry & Co., Brockton, Mass.
 *10 Columbia Shoe Co., Sheboygan, Wis.
 11 Rochester Shoe Co., Rochester, N. H.</p> | <p>*42 Churchill & Alden Co., Brockton, Mass.
 43 J. D. Murphy Shoe Co., Natick, Mass.
 *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
 *45 W. L. Douglas Shoe Co., Brockton, Mass.
 47 J. M. O'Donnell & Co., No. Adams, Mass.
 48 Dalton Co., Inc., Brockton, Mass.
 *50 Emerson Shoe Co., Rockland, Mass.
 *52 Nashua Shoe Co., Nashua, N. H.
 54 Bay Shoe Co., Boston, Mass.
 *57 Richards & Brennan Co., Randolph, Mass.
 58 Wayland Shoe Co., Montreal, Que.</p> |
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An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- | | |
|---|---|
| <p>12 Arnold Shoe Co., No. Abington, Mass.
 *14 Williams-Kneeland, Co., So. Braintree, Mass.
 16 Plymouth Shoe Co., Middleboro, Mass.
 17 A. G. Walton Shoe Co., Lawrence, Mass.
 *18 Thompson Bros., Brockton, Mass.
 *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
 *21 C. H. Alden Co., Abington, Mass.
 *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
 *23 Whitcomb Shoe Co., Haverhill, Mass.
 *24 Claypool Shoe Co., Indianapolis, Ind.
 *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
 *26 Scott-Chamberlain, Ltd., London, Ont.
 27 Norfolk Shoe Co., Randolph, Mass.
 *28 W. & V. O. Kimball, Haverhill, Mass.
 *29 Wall, Streeter & Doyle, North Adams, Mass.
 30 San Francisco Shoe Co., San Francisco, Cal.
 31 Formost & Selecto Co., Brockton, Mass.
 *32 A. E. Little & Co., Brockton, Mass.
 34 Porter Shoe Co., Philadelphia, Pa.
 *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
 *36 George A. Slater Montreal, Can.
 *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
 38 Bay Path Shoe Co., Brookfield, Mass.
 40 The Saxon Shoe Co., Boston, Mass.
 41 Murray Shoe Co., London, Ont., Can.</p> | <p>59 St. Paul Shoe Co., Brockton, Mass.
 *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
 *61 Ralston Health Shoe Makers, Brockton, Mass.
 *62 Lewis A. Crosset, Inc., No. Abington, Mass.
 63 Kirsch Ideal Shoe Co., New York, N. Y.
 *64 Hucksins & Temple Co., Milford, Mass.
 66 Molders Shoe Co., Detroit, Mich.
 67 Knox Shoe Co., Milford, Mass.
 69 Adams Shoe Co., Toronto, Ont., Can.
 *71 Doherty Bros. Shoe Co., Avon, Mass.
 *72 Fred F. Field Co., Brockton, Mass.
 *75 L. Q. White Shoe Co., Bridgewater, Mass.
 78 Keiffer Bros., Haverhill, Mass.
 *79 Luke W. Reynolds Co., Brockton, Mass.
 80 Marvel Shoe Co., Haverhill, Mass.
 *81 C. W. Johnson, Natick, Mass.
 82 L. F. Stevens, Haverhill, Mass.
 83 Framingham Shoe Co., Framingham, Mass.
 *84 Fred F. Field Co., Factory "B," Brockton, Mass.
 *85 A. A. Williams Shoe Co., Holliston, Mass.
 86 Winchester Shoe Co., Buffalo, N. Y.
 *88 The John McPherson Co., Ltd., Hamilton, Ont.
 89 Reynolds Shoe Co., Brockton, Mass.
 90 Kinsboro Shoe Co., Brockton, Mass.
 91 Chicago Shoe Co., Chicago, Ill.
 *92 H. Ruppel, Brooklyn, N. Y.</p> |
|---|---|

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *197 Sears, Roebuck Shoe Factories, (Factory No. 5) Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Whitman, Mass.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro, Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros. Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellett Bros. Shoe Mfg. Co., Kansas City, Mo.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimmon Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenzoa Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Wacanda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTH AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc. Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Que.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston, Mass.
- *344 Rideau Shoe Co., Ltd., Massionneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Canada.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, El. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK

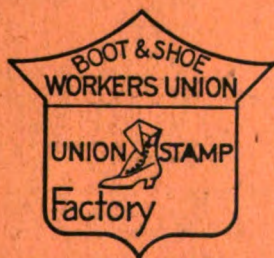
Patronize Union Repair Shops



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

PROCEEDINGS OF THE THIRTEENTH CONVENTION OF THE BOOT AND SHOE WORKERS' UNION

PHILADELPHIA, PA.

JUNE 18-23, 1917

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



Entered as Second-Class Matter August 18, 1911, at the Post Office at
Boston, Massachusetts, under the Act of July 16, 1894.

Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINES, Editor and Manager

Boston, Massachusetts

PROCEEDINGS OF THIRTEENTH CONVENTION OF BOOT AND SHOE WORKERS' UNION FIRST DAY—MORNING SESSION MONDAY, JUNE 18, 1917

The convention was called to order at 10 o'clock a. m., Monday, June 18th, in the Assembly Hall of the Moose Building, 1312 N. Broad Street, President Tobin presiding.

The Chairman introduced to the convention Mr. Edward Keenan, President of the Central Labor Union of Philadelphia, who welcomed the convention in behalf of the city and in behalf of organized labor. In welcoming the delegates Mr. Keenan said in part:

"It is an honor to extend a welcome to an organization with a record of achievement under great difficulties such as you have had for the past fifteen years. I understand the changes that have taken place in the method of manufacturing boots and shoes, owing to the introduction of machinery and a division of the trade into so many parts, as well as the introduction of people of different languages and characters, which makes the work of organizing this industry a difficult one. But, notwithstanding these facts, I feel we can extend to your organization heartfelt congratulations on your achievements in the direction of improving the conditions of the men and women who work in your industry.

"It is often said that unionism does not flourish as it should in Philadelphia. To a certain extent that is true, but it is not the fault of the people of Philadelphia, either of the present generation or the one that preceded it. In Philadelphia there have been born

and developed more independent movements for the liberty of the people than in any other city in this country or in any part of the world. In this city, at Sixth and Chestnut Streets, this grand and glorious Republic was born, this Republic which is now engaged in extending the principles of democracy to all the earth. Here, more than a hundred years ago, men took up the battle for the establishment of a government of the people, for the people, and by the people. They were discouraged in their efforts, but they had both courage and determination, they believed a government of the character we have today could be established. Some of those men sacrificed their lives to establish this Government, and they have handed down to us today the most perfect form of government that has been developed up to the present time.

"Philadelphia can boast of other achievements. The greatest and most successful labor movement in this world was born down here on Broad Street, near the City Hall, thirty-five or six years ago. In a little hall a small group of men assembled and formed the American Federation of Labor. Those men entered a new field, just as the men who formed the Government did. There was already an industrial organization in the field, the Knights of Labor, and they knew it would be a difficult task, but they felt they were on the right path. They labored under as many difficulties as

did those people who met in Carpenter's Hall and Independence Hall and laid the foundations of this Government, but they felt confident the movement would be the leading labor movement of America, and it is today the leading labor movement of the world.

"When the American Federation of Labor held its convention here two or three years ago they did so because they desired to come back to the place from which they started on their long and difficult road to success. The presence of the convention here helped to revive interest in the trade union movement, and much greater progress has been made since the presence of the American Federation of Labor convention in this city. It acted as a sort of revival of that spirit of liberty and independence, that desire for progress that does exist and is fostered in the city of Philadelphia, notwithstanding the efforts of some people at different times to check its growth. The influence is here and all it requires is a little more energy on the part of the people of Philadelphia to bring that growth to full bloom. I, therefore, hope that during your stay in Philadelphia you may be influenced by the atmosphere that existed here at the time of the formation of the American Republic and at the time of the formation of the American Federation of Labor in this city, and that you may leave this city after you have finished your duties as delegates inspired with greater courage, and a greater desire for accomplishment for the benefit of the people who work in the boot and shoe industry. I hope also that we of Philadelphia will be encouraged by your presence here today, meeting as you are, at the shrine of liberty in the United States of America."

President Tobin, in responding to the address of welcome, said in part:

"I feel quite sure that I bespeak the conviction of every delegate in this convention in extending to your our appreciation for the eloquent and patriotic address you have delivered to us and the inspiration which you have left with us. We feel proud of the achievements of our organization in the few years of our existence, and I feel confident the delegates assembled here will be true to the records of previous conventions in making the history of this organization. We have made progress; we have built our organization upon lines which I believe assure its progress indefinitely. We have abandoned old-fashioned methods of organization, old-fashioned policies and adopted new lines of work and new methods of dealing with the labor ques-

tion and the matter of price-list making. We have passed the experimental stage and have demonstrated beyond a question of doubt the soundness of our policy. We expect to make further progress on those lines and put the seal of disapproval forever upon the old methods that cursed our organization in the beginning.

"I agree with Brother Keenan that the spirit of liberty which has so manifested itself on various occasions in this city in the past will some day manifest itself in the labor movement in a more pronounced manner than has heretofore developed. We entertain the same kind of hope with reference to the large shoe centers that are as yet unorganized, that the time will come when organization under our union will be possible in those centers, and I hope that time will come very soon. But whether it does or not, we can be patient and hopeful that the day must come, because the growth and influence of our organization and the correctness of its policy must some day shed its light into the mind of every shoe worker throughout this country."

In closing, President Tobin, in behalf of the convention, thanked President Keenan and the members of the Central Labor Union for the welcome extended to the delegates.

Delegate-at-Large O'Hare: I desire to place in nomination as Sentinel a member of our Philadelphia local, Brother McGann.

The appointment was unanimously confirmed by the delegates.

Delegate John F. Reardon, Secretary of the Committee on Credentials, submitted the following report:

REPORT OF COMMITTEE ON CREDENTIALS.

To the Thirteenth Convention:

We, your Committee on Credentials, report that we have examined all duplicate credentials turned over to us and according to the registry cards at headquarters, the following 307 delegates, representing 127 local unions, are entitled to seats in the convention.

No.	Place.
0	AT LARGE C. L. Baine Thomas O'Hare
1	HAVERHILL, MASS. Daniel F. Healey Peter McMullen Henry S. Baxter
2	HAVERHILL, MASS. Richard A. Goodman

- 6 HAVERHILL, MASS.
Annie Hall
Jennie Morgan
Perley Lovering
J. A. Heckman
- 11 STONEHAM, MASS.
Leonard H. Hoyt
George B. Williams
- 13 BUFFALO, N. Y.
Herman Marrer
- 15 ROCHESTER, N. Y.
John F. Tobin
Gad Martindale
- 19 FRAMINGHAM, MASS.
Elsie F. Clinton
Hector Goddard
Thomas E. Mulvey
Walter O'Brien
- 20 MIDDLEBORO, MASS.
Elmer E. Phinney
Matthew S. Alger
Adeibert W. Fuller
Chas. A. Sanford
Hugh J. Rogers
John McCloskey
Walter L. Rice
- 21 MANCHESTER, N. H.
Albert A. Richard
Edmund Richard
- 25 ST. LOUIS, MO.
Collis Lovely
William B. Baker
J. H. Sloan
J. L. Burch
A. M. Lawrence
Chas. Hammond
Leo Knepper
Chas. Schuerman
- 26 HAVERHILL, MASS.
Arthur Cormier
J. A. McMillan
- 27 NEW BEDFORD, MASS.
H. Edward Ashley
- 28 MANCHESTER, N. H.
John F. Kenney
Arthur Paquette
Joseph Perreault
- 30 DETROIT, MICH.
John J. Scannell
- 31 WHITMAN, MASS.
George Douglas
James McGrail
Thomas Kane
- 32 LYNN, MASS.
Frank W. Foskett
- 35 BROCKTON, MASS.
C. A. Kelley
W. L. Gleason
Thomas J. Flood
Wm. Kirvin
James Manning
M. F. Saunders
John T. Quinn
John T. Walsh
F. Clark
- 37 BROCKTON, MASS.
Frank Moriarty
David F. Sullivan
John E. Sullivan
John J. Sullivan
- 38 BROCKTON, MASS.
John P. Meade
Edward Farrell
Maurice F. Dalton
Joseph Murphy
Eugene J. Sweeney
Wm. O'Connell
- 40 MILFORD, MASS.
John F. Reardon
Steven S. Davis
Wm. Dineen
David Kirby
- 46 ROCHESTER, N. Y.
J. C. Schaeffer
J. A. Logie
- 48 ROCKLAND, MASS.
John M. Gorman
John R. Parker
John H. Gallagher
Joseph H. O'Donnell
Patrick Caplice
Thomas Morrissey
Fred Ryan
Frank Jones
- 50-0 DOVER, N. H.
George Orr
- 51 MANCHESTER, N. H.
Angelo Colongelo
C. W. Agnew
- 53 EAST WEYMOUTH, MASS.
Thomas Lonergan
William Peare
- 56 MARLBORO, MASS.
George McManamy
Wm. H. Kelleher
- 68 CINCINNATI, O.
Ben H. Dulle
George Grafe
George Wlechman
Mollie E. Weitler
Sophia Hilgeman
Ed. Hamilton
Mike Byrne
- 69 WHITMAN, MASS.
Frank W. Gifford
Arthur T. Hatch
- 74 BROCKTON, MASS.
Michael J. Cohan
Thomas Duncan
Thomas F. Kearns
Chas. P. Martin
James McCormick
Paul M. Perrier
Thomas F. Smith
James M. Wood
- 78 HOLBROOK, MASS.
Jeremiah H. O'Neill
Elisha W. Richmond

- 88 LONDON, ONT.
Albert D. Skinner
David Fountain
- 90 ST. LOUIS, MO.
Joseph E. Woracek
Paul Kruse
George Scheibal
- 93 CHICAGO, ILL.
A. Yablunko
- 94 CHICAGO, ILL.
Mary Anderson
- 99 LYNN, MASS.
Peter Maynard
- 100 BROCKTON, MASS.
Joseph E. Lacouture
Joseph Pokraka
N. L. Birner
R. J. McGaughey
John Ustupas
Joseph Daoust
Jeremiah Hallinan
John A. Anderson
- 103 NASHUA, N. H.
D. J. Sullivan
Wm. Sweeney
- 108 LYNN, MASS.
Margaret Reardon
Margaret Sampson
- 111 BROCKTON, MASS.
Emmet T. Walls
John A. Brennan
James H. Kelley
Wm. H. Collins
- 118 BROCKTON, MASS.
Joseph D. Poltras
- 119 LAWRENCE, MASS.
Patrick J. Jennings
Earl A. Ledoux
Henry J. Godin
- 122 RANDOLPH, MASS.
Minot A. Burrell
Wm. Pelissier
Michael Kiley
- 125 CAMDEN, N. J.
Frank McCracken
- 133 CHICAGO, ILL.
John J. Roach
- 135 WESTFIELD, MASS.
Wm. Arnold
- 136 BRANTFORD, ONT.
Frank Sheppard
- 137 ROCHESTER, N. Y.
C. E. Conway
- 143 SOUTH BRAINTREE, MASS.
Henry A. Barnes
Cornelius Connell
John J. McCarthy
John M. Sullivan
- 148 NEWARK, N. J.
George B. Hopping
- 150 ROCHESTER, N. Y.
Sate B. Murphy
- 154-0 BROCKTON, MASS.
Michael A. Caffrey
Rose Brady
Annie Caffrey
James Duffy
Warren Hatch
Alice G. Carr
Lillian F. Grady
John W. LeRoy
Grace Renn
Kate Nolan
Ida Kelley
Nora Sweeney
Lizzie Reilly Gormley
- 155 NEW YORK, N. Y.
Max Sherman
Sam Berg
- 159 SYRACUSE, N. Y.
J. C. Meyers
- 160 BROOKLYN, N. Y.
Patrick Gillen
George Behrend
Meyer Finkelstein
- 161 SPENCER, MASS.
A. L. Gouin
- 163 NORTH ADAMS, MASS.
Fred James
- 165 NORTH ADAMS, MASS.
Frank J. Fleming
- 166 CEDARBURG, WIS.
Edward C. A. Vogel
- 174 SALEM, MASS.
Ernest April
John Gonet
John McKillick
Wm. J. Herlihy
- 180-0 HOLLISTON, MASS.
W. F. Hefey
- 191 HAVERHILL, MASS.
T. W. Penwell
A. J. Rooney
- 196 NEW YORK, N. Y.
Louis Goldstein
- 201 NORTH ADAMS, MASS.
James McNeil
- 205 LYNN, MASS.
James F. Lovett
John D. Dullea
- 206 KITCHENER, ONT.
Louis B. Albrecht
- 210 CINCINNATI, O.
Henry Wade
Fred Schmidt
Edward Pence
Edwin Lowe
- 212 NORTH ADAMS, MASS.
John Bianco
- 216 SAN FRANCISCO, CAL.
Francis Early
- 222 CINCINNATI, O.
Fred Bauer
H. Plaggenburg
Wm. Prout
Joe Young

- 227 ROCHESTER, N. Y.
J. C. Hyland
- 228 HAMILTON, ONT.
Bert Hudson
- 229 BOSTON, MASS.
Frank E. Cook
Chas. H. Holmes
J. Thomas Beasley
Michael E. McFarland
Sadie F. Dunn
Louis P. Lisotte
Thomas Connolly
- 232 HAMILTON, ONT.
E. W. A. O'Dell
- 233 TORONTO, ONT.
Walter Brown
F. C. Cribben
- 234 HAMILTON, ONT.
Mrs. Kathleen Derry
- 238 NEW BEDFORD, MASS.
James Ferguson
Owen F. Hackett
Joseph L. Xavier
- 243 NEW BEDFORD, MASS.
George McCarthy
Edward Mooney
- 244 NATICK, MASS.
George Rokes
Joseph C. Penell
- 249 MONTREAL, P. Q.
Zotique Lesperance
George Stebin
- 256 BROCKTON, MASS.
John F. Grant
Michael J. O'Brien
W. M. Steele
- 257 ST. HYACINTHE, P. Q.
Adelard Lalime
Philius Demers
- 266 MONTREAL, P. Q.
Edouard Carle
Raul Savard
Lionel Thibault
- 268 CHIPPEWA FALLS, WIS.
Henry Barney
Pat O'Connell
- 272 HOLYOKE, MASS.
James T. Cahill
- 275 AVON, MASS.
Katherine L. Noonan
Joseph A. Linehan
- 278-0 WEBSTER, MASS.
Robert W. Upton
Mamie O'Donnell
Mary Sellig
Arthur McGearry
- 281 ST. PAUL, MINN.
Charles E. James
- 282 NEENAH, WIS.
Sam Sorenson
- 285 NORTH ADAMS, MASS.
Linnie Matthews
Natalie Provencher
- 287 HAVERHILL, MASS.
Ansel Cook
Wm. Duquette
- 289 LYNN, MASS.
Harlan P. Chesley
- 295 ST. PAUL, MINN.
John W. Bell
- 298 CHICAGO, ILL.
G. R. Sundvahl
- 305 BUFFALO, N. Y.
J. J. Bruecks
- 308 BOSTON, MASS.
Wm. Healy
- 324 OAKLAND, CAL.
Alex. F. Goodwin
- 330 GALT, ONT.
Ernest Cartwright
Edgar Drage
- 338 ST. LOUIS, MO.
Nora Stretch
Josie Dolan
Vera Roche
Mary Noonan
Nellie Davis
Anna Jonak
Katherine Lawlor
- 341 HAVERHILL, MASS.
John J. Lynn
Fred M. Abbott
- 345 ROCHESTER, N. H.
Eugene C. Howard
John F. Cole
James W. Cassidy
- 351 MILWAUKEE, WIS.
Charles Baumann
- 356 NORTH EASTON, MASS.
Carl Nyquist
- 357-0 BRIDGEWATER, MASS.
Alex F. Tobin
F. N. Fountain
Royal Dano
James Murphy
Wm. Thompson
Fred Berry
J. C. Denley
- 362 BELFAST, MAINE
E. L. Cook
Samuel W. Durost
- 365 BROCKTON, MASS.
D. E. McCarthy
Agnes Lee
Mary A. Feeney
Clara MacLean
Addie Smith
- 371 NORTH ABINGTON, MASS.
W. P. Mackey
J. F. Donahue
R. F. Finch
T. H. Kane
J. T. Hickey
M. M. Hart
Gertrude Kelleher

- 377 HONESDALE, PA.
Julius Polt
- 378 WATERTOWN, WIS.
Hugo Benzel
- 380 BOSTON, MASS.
Thomas H. O'Neill
- 384 PHILADELPHIA, PA.
K. Ed. Legant
- 396 MANCHESTER, N. H.
Thomas F. Thornton
- 397 MANCHESTER, N. H.
Alfred Lambert
I. Smith
- 405 HORNELL, N. Y.
Jacob Schafer
- 411 LEBANON, PA.
Walter Lentz
- 419 ST. PAUL, MINN.
W. C. Gove
- 428 MONTREAL, P. Q.
E. Gagnon
P. Leclerc
- 444 HAMILTON, ONT.
T. W. Rieger
- 453 HAVERHILL, MASS.
Fred M. Knight
- 465 NEW YORK, N. Y.
Meyer Rubinson
Meyer G. Wolpert
- 468 LACROSSE, WIS.
Ellis E. Langdon
- 469 AUGUSTA, MAINE
Alton W. Cramer
Robert Goode
- 471 HAVERHILL, MASS.
Ardello J. O'Coin
Walter H. Edmonds
- 472 MONTREAL, P. Q.
Raoul Bellefeuille
- 473 DULUTH, MINN.
Jonathan Veater
- 489 WASHINGTON, D. C.
Tony Guilfre
- 512 EAST BOSTON, MASS.
Joe Nuzzo
Charles Dickerman

Your committee reports a protest received from John A. Anderson and Jeremiah Hallinan, of Lasters' Union No. 100, of Brockton, Mass., alleging that Patsy J. Brasso and Americus Genaco had violated Section 21 of the Constitution by having inserted in a newspaper a card requesting the members of the union of a certain nationality to give preference to them in casting their votes for delegates to the convention.

A hearing was held in connection with this protest, and your committee was convinced that Section 21 had been violated, and, therefore, decided not to report their names as accredited

delegates to this convention, but to report the names of the two candidates who received the next highest number of votes.

Your committee also reports that in Lasters' Union No. 100 a recount resulted in a change in the number of votes received by M. F. Powers and John A. Anderson.

A hearing was held in connection with this recount, and your committee found that between the time of the original count and the recount the ballot-box had been opened by the chairman of the tellers. It was admitted at the hearing that this opening of the ballot-box was irregular, and your committee has decided to report to this convention as delegates from Local Union No. 100 the names of the eight candidates receiving the highest number of votes on the first count, other than the two candidates who were disqualified because of the violation of Section 21.

Fraternally submitted,

BEN H. DULLE,

Chairman;

JOHN F. REARDON,

Secretary;

DANIEL HARRINGTON,

Committee on Credentials.

Delegate Cohan, No. 74: I move that the delegates whose credentials have been approved by the Credential Committee with the exception of those against whom there has been a protest made shall be declared duly qualified as delegates to sit in this convention.

Adopted.

Delegate Reardon, Secretary of the Credential Committee: The following John F. Kenney, No. 28; Alex. Goodwin, No. 324; Thomas F. Thornton, No. 396; Jonathan Veater, No. 473.

Secretary Baine: I understand from the committee these delegates that have not qualified are not here. They have failed to show the labels because they have not arrived.

Delegate Brown, No. 233: I move that the action of the committee in deciding the protested credentials be sustained by the convention.

Delegate Lacouture, No. 100, asked that the evidence submitted to the Committee on Credentials be brought before the convention in order that the matter may be acted upon intelligently. He stated that he felt the report of the committee did not bear out the facts and the evidence as presented to them.

President Tobin: If the convention undertakes to examine this evidence it will take a long time, and I would suggest that it be referred to the Committee on Appeals and Grievances. The committee can report to the convention, and the delegates will be able to pass upon the facts.

Delegate Lacouture, No. 100: That will be satisfactory to me.

Adopted.

APPOINTMENT OF COMMITTEES.

President Tobin announced the following committees:

Committee on Rules.

John A. Brennan, No. 111, Brockton, Mass.

Dennis E. McCarthy, No. 365, Brockton, Mass.

Mary Noonan, No. 338, St. Louis, Mo.
Archie Lawrence, No. 25, St. Louis, Mo.

Daniel J. Sullivan, No. 103, Nashua, N. H.

Frank Moriarty, No. 37, Brockton, Mass.

Elmer E. Phinney, No. 20, Middleboro, Mass.

Henry Barney, No. 268, Chippewa Falls, Wis.

Max Sherman, No. 155, New York, N. Y.

P. Laclerc, No. 428, Montreal, P. Q.
Joseph C. Pennell, No. 244, Natick, Mass.

Committee on Officers' Reports.

John D. Dullea, No. 205, Lynn, Mass.
Joseph Woracek, No. 90, St. Louis, Mo.

B. H. Dulle, No. 68, Cincinnati, Ohio.
John M. Gorman, No. 48, Rockland, Mass.

Meyer Finkelstein, No. 160, Brooklyn, N. Y.

Fred Schmidt, No. 210, Cincinnati, Ohio.

Ansel Cook, No. 287, Haverhill, Mass.

Walter Brown, No. 233, Toronto, Ont.
Wm. Mackey, No. 371, North Abington, Mass.

Lionel Thibault, No. 266, Montreal, P. Q.

Adelard Lelime, No. 257, St. Hyacinthe, P. Q.

Committee on Constitution.

Collis Lovely, No. 25, St. Louis, Mo.
Gad Martindale, No. 15, Rochester, N. Y.

Thomas Beasley, No. 229, Boston, Mass.

Charles E. James, No. 281, St. Paul, Minn.

Warren M. Hatch, No. 154-0, Brockton, Mass.

George McCarthy, No. 243, New Bedford, Mass.

Abe Yoblunco, No. 93, Chicago, Ill.

John Grant, No. 256, Brockton, Mass.

Z. Lesperance, No. 249, Montreal, P. Q.

Wm. Healy, No. 308, Boston, Mass.

George B. Williams, No. 11, Stoneham, Mass.

Committee on Resolutions.

John P. Meade, No. 38, Brockton, Mass.

Royal Dano, No. 357-0, Bridgewater, Mass.

William C. Peare, No. 53, East Weymouth, Mass.

Thomas Morrissey, No. 48, Rockland, Mass.

Emmet T. Walls, No. 111, Brockton, Mass.

Joseph D. Poltras, No. 118, Brockton, Mass.

George Douglas, No. 31, Whitman, Mass.

Charles Holmes, No. 229, Boston, Mass.

D. F. Healey, No. 1, Haverhill, Mass.,
Albert A. Richard, No. 21, Manchester, N. H.

Walter O'Brien, No. 19, Framingham, Mass.

Committee on Organization.

John C. Schaeffer, No. 46, Rochester, N. Y.

Fred M. Knight, No. 453, Haverhill, Mass.

Leonard Hoyt, No. 11, Stoneham, Mass.

Michael J. Cohan, No. 74, Brockton, Mass.

David F. Sullivan, No. 37, Brockton, Mass.

Walter L. Rice, No. 20, Middleboro, Mass.

Eugene C. Howard, No. 345, Rochester, N. H.

Albert D. Skinner, No. 88, London, Ont.

Patrick J. Jennings, No. 119, Lawrence, Mass.

Edgar Drage, No. 330, Galt, Ontario, Canada.

Committee on Labels.

Joseph E. Lacouture, No. 100, Brockton, Mass.

C. A. Kelley, No. 35, Brockton, Mass.

M. A. Caffrey, No. 154-0, Brockton, Mass.

Thomas Kearns, No. 74, Brockton, Mass.

Patrick Caplice, No. 48, Rockland, Mass.

M. A. Burrell, No. 122, Randolph, Mass.

James Duffy, No. 154-0, Brockton, Mass.

H. Edward Ashley, No. 27, New Bedford, Mass.

J. H. Sloan, No. 25, St. Louis, Mo.

Jeremiah H. O'Neill, No. 78, Holbrook, Mass.

Wm. O'Connell, No. 38, Brockton, Mass.

Committee on Appeals and Grievances.

John J. Lynn, No. 341, Haverhill, Mass.

F. C. Cribben, No. 233, Toronto, Ont.

Thomas Lonergan, No. 53, East Weymouth, Mass.

James Ferguson, No. 238, New Bedford, Mass.

Bert Hudson, No. 228, Hamilton, Ont.
Patrick Gillen, No. 160, Brooklyn, N. Y.

Wm. Thompson, No. 357-0, Bridgewater, Mass.

George Grafe, No. 68, Cincinnati, Ohio.

Steven S. Davis, No. 40, Milford, Mass.

Meyer Rubinson, No. 465, New York, N. Y.

R. F. Finch, No. 371, North Abington, Mass.

The committees as named were confirmed by the convention.

Vice-President Lovely in the chair.

President Tobin read the report of the General Officers, as follows:

REPORT OF GENERAL PRESIDENT AND GENERAL SECRETARY-TREASURER

Fellow Delegates:

Our constitution requires that the General President shall present a report to the convention and that the General Secretary-Treasurer shall do likewise, but there is no provision prohibiting the making of a joint report. In making this combined report your General President and General Secretary-Treasurer are moved by the desire to save time, to save space, and to avoid more or less repetition that must occur when two separate reports inevitably touch upon the same subjects. We hope this change in the method of presenting our reports will meet with your approval.

A World Crisis.

This convention meets at a very critical time. It is nothing short of a world crisis. The great war in Europe that has now gone on its bloody way for nearly three years has involved the United States, and appears to have resolved itself into a struggle with nothing less than the liberties of the whole world at stake.

Our members in Canada have been involved in the war from the start, and now we, of the United States, are joining them in the conflict. We by no means wish to glorify war, but we have faith to believe that out of this gigantic struggle will come more liberties for the common people, more democracy, more freedom, and more equitable relations between man and man than the world has ever before witnessed.

In the great war we are likely to see important industrial and economic changes. In the effort to supply and feed the peoples of Europe we may be obliged to change our own habits of life. Conditions of employment may be altered. It is a time of revolution of methods, of production, and also a time of soaring prices for all necessities of life.

Need of Conservation.

The United States is expected to raise and equip anywhere from two millions to ten millions of men in addition to its naval forces. It is understood that Canada has already raised and equipped approximately

500,000 men. The maintenance of these vast forces means that the people left at home are to be taxed to support these forces; also, that they must do the work to feed and supply these forces. Greater amounts of food must be produced by a smaller working force, and the same applies to all of the industries. It is to be remembered that while the men are under arms, those that remain at home have to supply, so far as possible, the industrial deficiency caused by transferring so many men from productive industry to warfare.

Under these circumstances it is more than ever important that in your deliberations you make no mistake. The need of conservation extends not only to food supplies, to necessities of all kinds, to the conservation of human life so far as that is possible under present world-wide destructive and wasteful conditions, but it also extends to the conservation of trade union rights, benefits, and privileges that have been hard-won through many years of continuous and persistent trade union effort.

Loyalty the Watchword.

Let loyalty be our watchword; loyalty to the country and to the flag; to the institutions of freedom and democracy; to humanity, that the whole world may be a better place; to the government, and to all duly constituted authorities. Let us give our support in a whole-hearted, patriotic way in whatever field of endeavor we may happen to be placed.

Some of us must march with the armies; others must make the guns and the munitions; others must make the shoes that the armies march in, and still others must make the food, clothing, and other necessities both for the men that march and for those that supply them. Let us each and all strive to be loyal in every sense.

Let loyalty be our watchword, also, in our service to the cause of organized labor. Let us be just as patriotic in our labor work as we are in all matters of national service, remembering always that the man who avoids service to his fellow-man in the ranks of labor, in the ranks of industry, or in the ranks of democracy and liberty

for all people, is just as much a slacker as the man who attempts to evade military service in the national defense.

Liberty Bonds.

We deem it the duty of this organization to help by subscribing to the Liberty Loan Bonds for the prosecution of the war. The investment policy of this union has prohibited the investment of more than \$10,000 of our funds in any one place.

We have subscribed for \$10,000 of the Liberty Loan Bonds, and we recommend to this convention that the General Executive Board be empowered to authorize a further subscription not to exceed \$50,000, provided the present loan should not be fully subscribed at the time of this action, or in the event that another issue of bonds for the purposes of the war should be made.

We believe that we should give this expression of our faith in the nation in its hour of trial, knowing, at the same time, that investment in the bonds of the United States is the safest investment in the world.

General Policy.

In dealing with the various subjects to come before this convention affecting the general welfare of the shoe workers, the utmost care should be exercised to the end that calm judgment and sound conclusions may ease the burdens that we are called upon to bear. The present world-wide conditions of war bring new responsibilities and problems to the workers which should be considered with due deliberation and care so that the best interests of all may be conserved.

In our judgment this is not a time for radical action or change. The general policy of our union, which has been so diligently followed by the general organization since our re-organization in 1899, has proved its worth beyond any possibility of doubt and should be re-affirmed by this convention with emphasis. This general policy has been re-indorsed by every convention since 1899, and, as it has grown more efficient and more useful, the longer it has been in force, as demonstrated by the history of our union in the past two years, the action of this convention on that subject should be prompt and decisive.

Increases in Wages.

During the past two years substantial increases in wages have been secured generally throughout our organization, in some instances being repeated several times. Our organization

is getting along very well by cultivating friendly relations between employers and employees under the provisions of our arbitration contract.

It has been demonstrated that the practice of diplomacy and friendly conference produces practical results, while strong-armed methods and revolutionary threats do not frighten employers, but rather stimulate retaliation and are barren of results of any benefit to the general membership of such self-styled unions.

The most notable increase in wages during the past two years was the horizontal increase of 10 per cent. obtained in Brockton. In this case negotiations were opened by the General President, acting with a committee appointed by the Brockton Business Agents, acting for the Brockton Joint Shoe Council. Several meetings were held and the final settlement was made by General Vice-President Lovely, General Secretary-Treasurer Baine, and Business Agent John P. Meade, representing the Brockton Joint Shoe Council.

The settlement not only carried a flat increase of 10 per cent., but also the establishment of the 50-hour week with Saturday half holiday. This settlement also extended to the surrounding section, and was followed in other communities.

There have been some critics of this organization who have said that it was not militant enough and it did not get things for its members. Some of the radical elements who have made this criticism have attempted to show how things should be done. They have gone out on the strike policy, have put their members out of work, starved them through lack of financial support, have lost their local organizations and accomplished nothing, while our union keeps its members at work for the most part and gets the most substantial returns far in excess of the results accomplished by any other union of shoe workers that ever existed on this continent. If our union is to be judged by what it accomplishes for its members, it is an acknowledged and gratifying success.

The Shorter Work-Day.

As indicated in our reports to our last convention two years ago, the tendency in our craft has been toward a shorter hour week rather than a short hour day, and we have made more progress on the short hour week.

This result seems to be a natural development of the condition that existed two years ago when it was ap-

parent that more of our local unions and members were interested in a short hour week with Saturday half holiday than they were in any straight short hour day.

Two years ago we recommended that the short hour week should be the slogan, and the recent settlement in Brockton, followed extensively in nearby and other communities, carries a fifty-hour week with Saturday half holiday the year round.

We believe that every effort should be made to organize the unorganized shoe workers and to obtain for them the benefits of the short hour week and Saturday half-holiday, so that those of us who are working under these favorable conditions will not be at a competitive disadvantage. It seems clear that we must find our shorter work day in the shorter hour week.

Strikes and Lockouts.

Since June 1st, 1915, eighteen requests for strike sanction have been made. All of these requests were granted. In eleven of these instances satisfactory settlements were reached without a strike after the strike sanctions had been granted. In six other cases satisfactory settlements were reached after strikes lasting from a few days to four weeks. In the remaining case the strike is still pending.

Thus, out of eighteen strike sanctions requested and granted seventeen resulted in satisfactory settlements and one is still pending, or, in other words, 94½ per cent. of our strike ventures have been successful, and the other 5½ per cent. we still intend to win.

There has been one lockout approval. This case occurred in the Florsheim Factory, Chicago, where the shop's crew presented a price list, but the firm closed the factory and the sixty members of our union involved received lockout pay.

Recurring to the matter of strikes, some of our enemies have claimed that our union is not a striking organization, which is true, but when they claim that we never strike, it is not true. We believe in arbitration and we practice it when we are permitted, but we are ready and equipped for the other kind of work when nothing else will avail.

It has been said formerly that the fact that a strike must be sanctioned before there could be any strike pay was a provision which could be taken advantage of by the general union

to save its funds regardless of the merits of the dispute. The answer to this is that in the last two years no request for strike sanction has been refused. This does not mean that we will sanction any strike without regard to its merits. Should a case arise in which there were sufficient reasons why the request should not be granted, the sanction would be withheld and the reason for such action would be given.

It is fair to say that one reason why requests for strike sanction are not more numerous is because of the ability of the union to obtain satisfactory settlements without strikes, and it is a fact that instead of being a union that does not strike we are a most effective striking organization to the extent that strikes under our policy are legal or necessary.

Organizing.

From time to time we hear expressions of impatience because our organization does not grow more rapidly and that we do not secure the affiliation of all the shoe workers. While this criticism is natural, it does not take the essential facts into consideration.

To begin with, the average person who is not organized is difficult to approach upon the subject, especially in a way to hold the attention and interest of sufficient numbers in one place so that all of them may move with a common purpose in the direction of organization.

Let every member recall that it was, perhaps, difficult to interest him in the subject of organization. Very likely he himself was skeptical at the start and in many cases special conditions had to be created to engage his attention and to cause him to conclude to join the union. These are matters of personal indifference or skepticism. But there is a wider and more far-reaching cause.

The greatest obstacle to a more complete organization of the shoe workers is the fact that for years and years the shoe craft has been cursed with acts of disunion among those that profess to believe in union.

There has been a secession movement which started in Lynn, spread its trail of ruin all over the country, and now apparently is engaged in a death struggle in the city of its birth. The prodigal, having wandered far, has returned home sick and near unto death. Its entire career has been one of storm and tempest, contest and defeat. Not to attempt to men-

tion all of the places in which they have injured the cause of organized labor, it will be remembered that they have had conflicts outside of Lynn, in Salem, Newburyport, Haverhill, Chelsea, Stoneham, Marlboro, Hudson, Mass.; Brooklyn, Rochester, N. Y.; Cincinnati, Chicago, St. Louis, Portsmouth (Ohio), Milwaukee and St. Paul.

In these and in other places they met with defeat, which disappointed and embittered the shoe workers. In order to gain the temporary support of these shoe workers the emissaries of secession attempted to poison the minds of the shoe workers against the Boot and Shoe Workers' Union, and there is no doubt that to-day many shoe workers entertain very unfavorable opinions of this union, partly because of the lies they have been told, and partly because of their unfortunate experiences in other unions.

The slow process of education must be relied upon to overcome these obstacles to a more complete organization. We can console ourselves with the thought that, notwithstanding all the opposition we have encountered we have more than held our own in membership while the secession movement is melting away, and in many of the places we have mentioned it no longer exists.

One of the most effective things that could be done to strengthen the work of organization would be for every member of this union to say a good word for it and to refuse to sit quietly while any slanderous statement is made by an ignorant or malicious critic. Loyalty to the union on the part of its members individually and collectively is the greatest asset and the greatest force making for more thorough organization.

Chloroform Schemes.

Examples of the obstacles sought to be placed in the way of organization of the workers are shop benefit associations, insurance policies, bonus and profit-sharing schemes, all having for their purpose the tying of the employe to his job.

A recent development in this line is the practice inaugurated by some employing interests of taking out a blanket life insurance policy for all its employes. This is done by making a contract with an insurance company. We are not quite familiar with the terms of this contract, but in the offers of this type of insurance to employes we find enough to indicate its character.

In a recent case of this kind, the amount of the insurance is graded in proportion to the length of the employment, beginning with a policy of \$500 where the employment has continued for two years, and increasing to \$1,000 where the employment has existed for seven years.

A novel feature of this life insurance is that it is written without the knowledge of the insured. We quote from the circular letter notifying the employes as follows: "This insurance has already gone into effect, beginning (date). It is provided at the expense of (employer) without any cost whatsoever to you. No medical examination is required. This action constitutes no contract with any employe and confers no legal rights on them. All rights of benefits cease whenever an employe leaves or is permanently dismissed."

Now this amounts to saying to the employe that if he will continue at work, his life will be insured, and if he ceases work, his life insurance is cancelled. Moreover, the longer he continues at work, the more his insurance will be, and this regardless of his state of health, as no medical examination is required. Furthermore, he has no legal or contract rights, and all benefits cease when he leaves or is dismissed.

It is surprising that manufacturers in this enlightened age should attempt to delude the workers by any such obvious means. We call particular attention to the fact that this insurance is issued without medical examination. This is contrary to all the rules of legitimate life insurance, which require a rigid physical examination, and the applicant must show not only his sound physical health, but must state whether his parents and grandparents have shown any physical or mental incapacity. This, alone, should stamp this form of insurance as a chloroform scheme.

The weakness of such a proposition on the part of the manufacturer is in the fact that it is a confession that he is withholding something that belongs to his employes. If the manufacturer can afford to buy life insurance and give it to sick people, why cannot he afford to put more money in the pay envelopes of well people? If he can afford to pay benefits in behalf of dead people, why cannot he afford to put the cost of those benefits in the pay envelopes of living people?

It is a strange thing that some employers cannot see that the way to tie a man to his job is to make his

wages and working conditions so satisfactory that the man wants to be tied to his job. This is not to be accomplished by an offer to pay something when he is dead. Wage earners want the bread and butter of life now, while the cost of living is high. Give us the money in the pay envelopes. If you do not do it, you are responsible to us now. If you do it, we will absolve you from liability when we are dead.

We warn all shoe workers against giving any consent or support to any of these welfare schemes that seek to lead them away from the one form of organization which alone can provide them with insurance of their wages so that they may buy their own benefit insurance, support their families, maintain their dignity, and, above all, preserve their liberties.

The Union Stamp.

The most important factor in bringing about the growth of our organization against the obstacles mentioned and to make that growth stable and permanent has been our union stamp. It is and always has been our greatest organizing factor.

During the past two years we have endeavored to keep our union stamp constantly before the public, always urging the purchase of shoes bearing the union stamp.

We have done this by persistent advertising, visiting labor organizations and conventions, and gatherings of working people. We have created a market for union stamp shoes which is of some consequence, but not nearly so valuable as it can be made with a fuller co-operation of our own membership and the labor movement in general, which we hope to receive in larger measure in the years to come.

In this connection permit us to say that we will receive a degree of co-operation from the labor movement in proportion to that which we deserve. If we are thorough unionists and make ourselves so recognized by our sister unions in the American Federation of Labor and all branches and subdivisions thereof, we will receive a greater measure of co-operative support. In order to be entitled to receive, we must give. We must give our active service and support not only to our own organization, but to the affiliated unions of other trades. We must be live wires in the labor movement, always working earnestly and persistently for the common cause of organized labor in general, thus qualifying ourselves for our own benefits in particular.

Contract Violations.

In the last two years there have been a very few cases of violation of the arbitration contract. In each case there has been an immediate correction of the violation to the satisfaction of both the union and the employer.

The most serious case of this kind was in Brooklyn, N. Y., where sixty-five turn workmen were involved. During the last two years these turn workmen have taken advantage of certain seasons to demand increases on their own unexpired price list made and signed by themselves, and the firm has acceded to some of these requests rather than meet the issue.

In the latest instance a request of this nature was accompanied with a threat to strike and refusal to arbitrate. The men also refused to wait from Wednesday until Saturday, or for an official from the general union to intervene. Both the firm and the men wired headquarters, but on the arrival of the General Secretary-Treasurer, he found the men had quit work. So far as this case is concerned, it is sufficient to say that our union has established normal conditions and not one of these sixty-five contract violators has secured re-employment.

In another instance some cutters stopped work while remaining in the factory, afterward claiming that this did not constitute a strike and violation of the agreement. Their contention, of course, is ridiculous. In this case normal conditions were restored and those of the men who were re-employed were obliged to pay the penalty prescribed by our constitution for contract violation.

We believe this convention should put itself on record in condemnation of any form of contract violation. When we make an agreement with an employer, we expect him to keep it. If we have any right to such an expectation, he must know that we intend to keep ours. We cannot violate our own agreement and, at the same time, require the employer to keep his.

Integrity of contract is the foundation-stone of this organization. When we offer our contract to a shoe manufacturer, it cannot be at all attractive to him unless he has confidence that we will keep it whole. This makes it possible for the general union to say that our contracts mean just what they say, that they shall be observed to the letter, and that we will enforce them and compel compliance therewith, if necessary. Violators of our union stamp and arbitration contract are enemies and traitors to our cause and should be so treated and punished. We cannot make this too strong.

Benefits.

During the past two years, as published in this report, we have paid out for sick, death, and disability benefits a total of \$220,871.42. In spite of all that has been said with regard to fraudulent sick claims, we still have them with us, though they are being detected by inspectors representing the general union.

In some local unions the work of administering the sick benefit is very conscientiously performed. In others it is neglected. We recommend that every local union and every member treat every sick claim exactly upon its merits. If the claim is not well founded, it should not be endorsed. If the claim is just we wish to pay it, but if the claim is unjust it should be denied.

Any individual member having knowledge of a fraudulent sick claim should immediately give that knowledge to the proper local officers to the end that any dishonest raid upon the Boot and Shoe Workers' Union may be stopped.

In the two years covered by this report, strike, lockout, and victimization benefits have amounted to the total of \$2,954.51.

The small sum paid out in strike, lockout, and victimization benefits is a tribute to the efficiency of our organization. The fact that we are able to get so many satisfactory settlements without these industrial disturbances reduces their number, reduces the incidental expenses, and increases the benefit of the organization to its members.

The Journal.

The policy of conducting The Shoe Workers' Journal, as set forth in our previous convention reports, has been continued during the past two years. The purpose has been to make the Journal an exponent of the best trade union thought.

It has not been deemed wise to try to make the Journal a one-idea paper or a one-man paper. We have given space to the best contributions of the best speakers and writers upon different subjects of interest to the trade union movement.

The editorial columns of The Shoe Workers' Journal have been devoted both to comment upon affairs particularly concerning our craft and upon current events which were deemed to be of interest to our members and trade unionists generally. We feel sure that our Journal is an educational factor among our members and a source of strength to our union.

Special Locals at Large.

Report was made to the last con-

vention that the General Executive Board had been compelled to choose between revoking certain charters or permitting a local union to disregard union principles and constitutional laws. Three instances were reported in which charters had been revoked and the local membership and the local affairs placed under the administration of a commission.

Each local so governed without a charter has been treated as a special local-at-large. The three instances reported to our last convention were Stitches' Union, No. 154, of Brockton; Local Union, No. 278, of Webster, and Local No. 357, of Bridgewater.

In the last two years the charters of two more local unions have been revoked, and they have been governed under commissions as special locals-at-large. These were Local No. 50, of Dover, N. H., charter revoked August 11, 1915; and Local Union No. 180, Holliston, Mass., charter revoked November 7, 1916.

In our last convention the General Executive Board was authorized to re-issue the charters to the three locals-at-large then existing, but the General Board has deemed it inadvisable to re-issue these charters up to this time. It seems apparent that the welfare of the members of these locals-at-large has been better conserved under the commission than under their former local union mismanagement which caused the revocation of the charters. The truth of this statement is evidenced by the fact that there has been no request for the re-issue of the charters.

Nevertheless, we believe in local self-government. We do not want to see any increase in the number of these locals-at-large. Our wishes, however, must be based upon the ability of any local union to choose and follow officers who will conform to trade unionism and to our laws. In the event that they are unable so to do, it seems to be a proof of the inherent strength of our organization that it is able to take the affairs of a mismanaged local union and practically place them in a receivership and conduct their affairs so successfully that no request for a re-issue of the charter is made by the local members.

We recommend that the General Executive Board be empowered to re-issue charters to any or all of these five special locals-at-large whenever in the judgment of the General Executive Board, it is deemed advisable.

We submit herewith financial tables showing the receipts and expenditures for the two fiscal years ending May 31, 1916, and May 31, 1917.

JUNE 1, 1915, TO MAY 31, 1916

RECEIPTS

Cash on hand, June 1, 1915..... \$256,361.54

GENERAL FUNDS

"0" Boston, Mass.	\$2,093.50
0— 50 Dover, N. H.	2,088.50
0—154 Brockton, Mass.	36,043.95
0—275 Avon, Mass.	108.75
0—278 Webster, Mass.	4,007.36
0—357 Bridgewater, Mass.	22,266.75
1 Haverhill, Mass.	3,558.38
2 Haverhill, Mass.	308.67
6 Haverhill, Mass.	4,775.23
11 Stoneham, Mass.	1,109.84
13 Buffalo, N. Y.	161.98
15 Rochester, N. Y.	919.78
19 Framingham, Mass.	2,622.82
20 Middleboro, Mass.	10,091.52
21 Manchester, N. H.	979.33
25 St. Louis, Mo.	10,012.83
26 Haverhill, Mass.	1,782.20
27 New Bedford, Mass.	1,075.36
28 Manchester, N. H.	2,904.32
30 Detroit, Mich.	172.25
31 Whitman, Mass.	3,695.83
32 Lynn, Mass.	416.98
35 Brockton, Mass.	15,449.32
36 Brockton, Mass.	3,672.19
37 Brockton, Mass.	6,302.61
38 Brockton, Mass.	11,450.59
40 Milford, Mass.	4,420.84
45 Auburn, Me.	249.00
46 Rochester, N. Y.	610.83
48 Rockland, Mass.	11,083.63
50 Dover, N. H.	273.81
51 Manchester, N. H.	971.61
53 East Weymouth, Mass.	2,627.01
59 Marlboro, Mass.	675.94
68 Cincinnati, Ohio	8,695.33
69 Whitman, Mass.	1,863.36
74 Brockton, Mass.	12,409.68
78 Holbrook, Mass.	2,165.83
79 Danvers, Mass.	537.34
88 London, Ont.	1,317.65
90 St. Louis, Mo.	2,767.00
93 Chicago, Ill.	513.61
94 Chicago, Ill.	403.35
99 Lynn, Mass.	490.51
100 Brockton, Mass.	13,286.99
103 Nashua, N. H.	5,907.11
105 Whitman, Mass.	1,345.06
108 Lynn, Mass.	1,160.85
109 East St. Louis, Ill.	314.36
111 Brockton, Mass.	5,362.68
118 Brockton, Mass.	4,692.44
122 Randolph, Mass.	2,743.66
125 Camden, N. J.	206.17
129 Whitman, Mass.	2,987.97
130 North Brookfield, Mass.	1,296.14
133 Chicago, Ill.	316.65
134 Joplin, Mo.	39.31
135 Westfield, Mass.	70.88
136 Brantford, Ont.	517.17
137 Rochester, N. Y.	316.31
143 South Braintree, Mass.	4,102.73
144 Belleville, Ill.	142.64

148	Newark, N. J.	49.92
150	Rochester, N. Y.	471.58
154	Brockton, Mass.	832.67
155	New York, N. Y.	921.82
159	Syracuse, N. Y.	70.70
160	Brooklyn, N. Y.	3,666.49
161	Spencer, Mass.	335.51
162	Worcester, Mass.	198.31
163	North Adams, Mass.	360.83
165	North Adams, Mass.	343.00
166	Cedarburg, Wis.	315.02
167	Shreveport, La.	146.68
170	Milwaukee, Wis.	347.71
173	Tacoma, Wash.	48.66
174	Salem, Mass.	4,647.20
180	Holliston, Mass.	602.50
187	Chicago Heights, Ill.	7.26
191	Haverhill, Mass.	2,727.86
196	Brooklyn, N. Y.	526.03
197	Sheboygan, Wis.	247.32
201	North Adams, Mass.	590.21
205	Lynn, Mass.	1,149.36
206	Kitchener, Ont.	170.83
210	Cincinnati, Ohio	4,407.33
212	North Adams, Mass.	505.50
216	San Francisco, Cal.	882.11
222	Cincinnati, Ohio	5,452.89
227	Rochester, N. Y.	255.33
228	Hamilton, Ont.	645.98
229	Boston, Mass.	8,916.66
232	Hamilton, Ont.	161.27
233	Toronto, Ont.	2,401.35
234	Hamilton, Ont.	541.12
238	New Bedford, Mass.	3,550.80
243	New Bedford, Mass.	3,139.65
244	Natick, Mass.	673.06
249	Montreal, P. Q.	2,182.00
252	Brookfield, Mass.	822.01
256	Brockton, Mass.	4,348.31
257	St. Hyacinthe, P. Q.	1,237.82
259	Stoughton, Mass.	167.37
262	Belleville, Ill.	775.30
266	Montreal, P. Q.	2,805.34
268	Chippewa Falls, Wis.	367.18
270	Farmington, N. H.	236.35
272	Holyoke, Mass.	200.49
275	Avon, Mass.	747.92
276	Racine, Wis.	1,868.19
280	Springfield, Mass.	13.33
281	St. Paul, Minn.	75.34
282	Neenah, Wis.	162.23
285	North Adams, Mass.	1,079.36
286	Newark, Ohio	21.18
287	Haverhill, Mass.	906.17
289	Lynn, Mass.	592.64
290	Denver, Colo.	8.00
295	St. Paul, Minn.	72.41
296	Taunton, Mass.	152.99
297	North Adams, Mass.	293.14
298	Chicago, Ill.	339.59
305	Buffalo, N. Y.	187.17
308	Boston, Mass.	1,246.40
309	New York, N. Y.	115.60
311	Pueblo, Colo.	29.51
323	Danbury, Conn.	204.04
324	Oakland, Cal.	527.76
330	Galt, Ont.	101.76
335	Petaluma, Cal.	332.70
338	St. Louis, Mo.	8,041.98

341	Haverhill, Mass.	1,081.51
345	Rochester, N. H.	610.08
347	Hamilton, Ohio	69.16
351	Milwaukee, Wis.	214.94
356	North Easton, Mass.	698.97
360	Cheyenne, Wyo.	14.56
362	Belfast, Me.	2,003.56
365	Brockton, Mass.	7,781.00
366	Portland, Ore.	6.67
370	Brockton, Mass.	2,361.01
371	North Abington, Mass.	10,099.97
377	Honesdale, Pa.	356.78
378	Watertown, Wis.	512.00
380	Boston, Mass.	65.84
384	Philadelphia, Pa.	126.01
393	Brockton, Mass.	335.95
394	Eau Claire, Wis.	22.52
396	Manchester, N. H.	563.65
397	Manchester, N. H.	1,894.33
405	Hornell, N. Y.	17.00
406	Brockton, Mass.	1,501.52
411	Lebanon, Pa.	291.69
419	St. Paul, Minn.	63.34
425	Whitman, Mass.	1,240.18
428	Montreal, P. Q.	1,860.33
432	Waupun, Wis.	407.29
437	Seattle, Wash.	173.34
444	Hamilton, Ont.	225.76
446	Santa Rosa, Cal.	323.68
453	Haverhill, Mass.	173.65
456	Whitman, Mass.	2,091.82
458	Fredericton, N. B.	204.07
459	Caguas, P. R.	.84
460	Arecibo, P. R.	276.86
465	New York, N. Y.	315.02
468	LaCrosse, Wis.	129.45
469	Augusta, Me.	2,760.97
471	Haverhill, Mass.	1,007.19
472	Montreal, P. Q.	329.24
473	Duluth, Minn.	142.41
479	Amherst, N. S.	56.15
480	Herrin, Ill.	199.72
481	Jackson, Tenn.	53.69
482	St. Johns, Nfd.	303.65
485	Lowell, Mass.	186.58
487	Pittsburgh, Kans.	124.84
489	Washington, D. C.	31.35
490	Perth Amboy, N. J.	17.85
491	Worcester, Mass.	66.00
492	New Haven, Conn.	31.34
493	San Jose, Cal.	29.32

\$369,538.39
MISCELLANEOUS.

Adams Express Co., refund.....	\$3.00
American Type Founders Co.	17.32
Edward J. Brady, account discrepancy.....	382.00
Wm. Condon, refund convention expense.....	20.00
P. J. Byrne, refund.....	.40
James T. Cahill, blotters.....	3.45
M. Sherman, blotters.....	2.50
E. Febbrio, blotters.....	1.25
Deposit for Union Stamp.....	165.00
Emblem buttons	16.05
John Donnelly's Sons, refund.....	58.33
Driscoll Co., paper.....	13.68
H. P. Chesley, due stamp punch.....	.50
Germania Fire Insurance Co.....	1.00

Dubuque Fire Insurance Co.....	1.40
Milwaukee Mechanic Fire Insurance Co.....	1.60
Interest on deposits.....	4,325.08
George Magner, chair.....	.50
Mass. Bonding Co., refund.....	20.44
J. J. McCarthy & Son, refund.....	8.10
Postage and telephone.....	19.31
Reissued due books.....	95.25
Union No. 0-154, Brockton, Mass.—Local funds, date of revocation of charter:	
Cash	\$10.34
Bank deposit	1.30
M. A. Caffrey, Secretary.....	214.08
	225.72
Union No. 143, South Braintree, services of R. W. Upton and M. A. Burrell.....	89.40
Union No. 214, Lancaster, Ohio, local funds.....	8.61
Union No. 256, Brockton, Mass., rent of headquar- ters	130.00
Union Printing Co., account Joint Council No. 2, Haverhill, Mass.	25.25
W. F. Goldthwaite.....	9.00

\$5,649.14

REPAYMENT ON ACCOUNT OF LOANS:

Joint Council No. 2, Haverhill, Mass.....	\$500.00
Union No. 25, St. Louis, Mo.....	500.00
Union No. 27, New Bedford, Mass.....	25.00
Union No. 53, East Weymouth, Mass.....	240.00
Union No. 74, Brockton, Mass.	1,341.16
Union No. 90, St. Louis, Mo.....	200.00
Union No. 105, Whitman, Mass.	100.00
Union No. 118, Brockton, Mass.	200.00
Union No. 122, Randolph, Mass.	90.00
Union No. 143, South Braintree, Mass.....	45.00
Union No. 160, Brooklyn, N. Y.....	50.00
Union No. 165, North Adams, Mass.....	5.00
Union No. 191, Haverhill, Mass.	70.00
Union No. 229, Boston, Mass.	200.00
Union No. 238, New Bedford, Mass.....	150.00
Union No. 243, New Bedford, Mass.....	125.00
Union No. 285, North Adams, Mass.....	50.00
Union No. 338, St. Louis, Mo.....	400.00
Union No. 362, Belfast, Me.	100.00
Union No. 393, Brockton, Mass.	40.00
Union No. 425, Whitman, Mass.	50.00
Union No. 469, Augusta, Me.	150.00

\$4,631.16

PREMIUMS ON BONDS OF LOCAL OFFICERS:

Joint Council No. 2, Haverhill, Mass.	\$5.00
Joint Council No. 3, Rochester, N. Y.....	2.50
Joint Council No. 4, Lynn, Mass.	2.50
Joint Council No. 17, Montreal, P. Q.....	17.00
Joint Council No. 24, Manchester, N. H.....	5.00
Joint Council No. 25, St. Louis, Mo.....	5.00
Union No. "O"-50, Dover, N. H.....	2.50
Union No. "O"-154, Brockton, Mass.	14.78
Union No. "O"-357, Bridgewater, Mass.	5.00
Union No. 11, Stoneham, Mass.	5.00
Union No. 19, Framingham, Mass.	5.00
Union No. 20, Middleboro, Mass.	10.00
Union No. 21, Manchester, N. H.....	2.41
Union No. 25, St. Louis, Mo.....	17.50
Union No. 27, New Bedford, Mass.....	2.50
Union No. 28, Manchester, N. H.....	5.00
Union No. 31, Whitman, Mass.	12.00

Union No. 35,	Brockton, Mass.	15.00
Union No. 36,	Brockton, Mass.	5.50
Union No. 37,	Brockton, Mass.	13.00
Union No. 38,	Brockton, Mass.	20.00
Union No. 40,	Milford, Mass.	2.50
Union No. 48,	Rockland, Mass.	5.00
Union No. 50,	Dover, N. H.	2.50
Union No. 51,	Manchester, N. H.	2.50
Union No. 53,	East Weymouth, Mass.	5.00
Union No. 68,	Cincinnati, Ohio	5.00
Union No. 69,	Whitman, Mass.	2.50
Union No. 74,	Brockton, Mass.	15.00
Union No. 78,	Holbrook, Mass.	2.50
Union No. 100,	Brockton, Mass.	7.00
Union No. 103,	Nashua, N. H.	5.00
Union No. 105,	Whitman, Mass.	2.50
Union No. 111,	Brockton, Mass.	5.50
Union No. 118,	Brockton, Mass.	10.00
Union No. 122,	Randolph, Mass.	5.00
Union No. 129,	Whitman, Mass.	5.00
Union No. 130,	North Brookfield, Mass.	10.00
Union No. 133,	Chicago, Ill.	2.50
Union No. 143,	South Braintree, Mass.	7.50
Union No. 155,	New York, N. Y.	2.50
Union No. 160,	Brooklyn, N. Y.	7.50
Union No. 170,	Milwaukee, Wis.	2.50
Union No. 174,	Salem, Mass.	10.00
Union No. 180,	Holliston, Mass.	2.50
Union No. 191,	Haverhill, Mass.	2.50
Union No. 196,	Brooklyn, N. Y.	4.70
Union No. 206,	Kitchener, Ont.	2.50
Union No. 210,	Cincinnati, Ohio	5.00
Union No. 222,	Cincinnati, Ohio	5.00
Union No. 229,	Boston, Mass.	5.00
Union No. 233,	Toronto, Ont.	5.00
Union No. 234,	Hamilton, Ont.	10.00
Union No. 238,	New Bedford, Mass.	5.00
Union No. 243,	New Bedford, Mass.	5.00
Union No. 244,	Natick, Mass.	10.00
Union No. 252,	Brookfield, Mass.	2.50
Union No. 256,	Brockton, Mass.	8.00
Union No. 257,	St. Hyacinthe, P. Q.	5.00
Union No. 259,	Stoughton, Mass.	10.00
Union No. 262,	Belleville, Ill.	5.00
Union No. 268,	Chippewa Falls, Wis.	4.88
Union No. 270,	Farmington, N. H.	5.00
Union No. 276,	Racine, Wis.	5.00
Union No. 282,	Neenah, Wis.	2.50
Union No. 323,	Danbury, Conn.	2.50
Union No. 324,	Oakland, Cal.	2.50
Union No. 338,	St. Louis, Mo.	2.50
Union No. 345,	Rochester, N. H.	2.50
Union No. 351,	Milwaukee, Wis.	5.00
Union No. 356,	North Easton, Mass.	2.50
Union No. 362,	Belfast, Me.	5.00
Union No. 365,	Brockton, Mass.	6.50
Union No. 370,	Brockton, Mass.	2.50
Union No. 371,	North Abington, Mass.	10.00
Union No. 377,	Honesdale, Pa.	5.00
Union No. 378,	Watertown, Wis.	2.50
Union No. 397,	Manchester, N. H.	2.50
Union No. 406,	Brockton, Mass.	2.50
Union No. 425,	Whitman, Mass.	2.50
Union No. 432,	Waupun, Wis.	5.00
Union No. 456,	Whitman, Mass.	5.00
Union No. 465,	New York, N. Y.	2.50
Union No. 469,	Augusta, Me.	2.50
Union No. 482,	St. John's, Nfd.	2.50

\$481.27

SICK BENEFIT REFUNDS:

Ida Bisbee	\$3.58
J. A. Bullard	4.26
M. Croake	1.00
H. DeCastro	8.55
D. Donovan	2.13
F. Farnum	2.84
A. Hallisey	2.15
O. Luedberg	3.56
J. Maguire	5.00
G. Ede	5.00
H. Lord	1.06
H. J. Laplante	7.50
A. Perido	1.42
F. Orfakeski	.12
B. Ward	13.00

Total receipts

61.17
\$636,722.67**EXPENDITURES.****GENERAL OFFICERS:**

John F. Tobin, Salary.....	\$3,471.14
John F. Tobin, Expense.....	547.09
Collis Lovely, Salary.....	2,469.40
Collis Lovely, Expense.....	1,993.74
Charles L. Baine, Salary.....	3,471.14
Charles L. Baine, Expense.....	978.13

\$12,939.64

ORGANIZERS:

Philip J. Byrne, Salary.....	\$1,248.00
Philip J. Byrne, Expense.....	1,694.15
Francis J. Clarke, Salary.....	1,248.00
Francis J. Clarke, Expense.....	1,600.22
George W. Disney, Salary.....	1,560.00
George W. Disney, Expense.....	1,742.39
Edward A. O'Dell, Salary.....	1,560.00
Edward A. O'Dell, Expense.....	1,919.36
Thomas O'Hare, Salary.....	1,530.00
Thomas O'Hare, Expense.....	2,049.80

\$16,151.92

BUSINESS AGENTS:

Walter Brown	\$438.00
John D. Dullea	481.50
Walter Fish	171.00
Patrick Gillen	207.00
Herman Marrer	432.00
Charles McKercher	465.00
William Prout	447.00
Thomas W. Penwell.....	357.00
Harry A. Tyler.....	265.00

\$3,263.50

ADVERTISING:

Display Boards	\$964.50
Trade Union Newspapers	13,209.14
Shoe Trade Newspapers	8,337.36
Daily Newspapers	11,032.84
Novelties	11,913.80
Emblem Buttons	400.00
Labor Day	738.30

\$46,595.94

PER CAPITA TAX:

American Federation of Labor.....	\$2,943.99
Union Label Trades Department.....	1,080.54

\$4,024.53

ASSESSMENT:

American Federation of Labor.....	\$417.12
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\$417.12

DONATION:

Woman's Trade Union League.....	\$450.00
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\$450.00

LOANS:

Joint Council No. 2, Haverhill, Mass.	\$2,000.00
Joint Council No. 3, Rochester, N. Y.	350.00
Joint Council No. 14, Chicago, Ill.	450.00
Union No. 11, Stoneham, Mass.	100.00
Union No. 25, St. Louis, Mo.	500.00
Union No. 27, New Bedford, Mass.	100.00
Union No. 36, Brockton, Mass.	300.00
Union No. 50, Dover, N. H.	200.00
Union No. 51, Manchester, N. H.	100.00
Union No. 53, East Weymouth, Mass.	240.00
Union No. 74, Brockton, Mass.	1,300.00
Union No. 90, St. Louis, Mo.	200.00
Union No. 105, Whitman, Mass.	200.00
Union No. 118, Brockton, Mass.	400.00
Union No. 122, Randolph, Mass.	200.00
Union No. 143, South Braintree, Mass.	300.00
Union No. 155, New York, N. Y.	150.00
Union No. 160, Brooklyn, N. Y.	250.00
Union No. 174, Salem, Mass.	300.00
Union No. 191, Haverhill, Mass.	100.00
Union No. 196, Brooklyn, N. Y.	150.00
Union No. 201, North Adams, Mass.	75.00
Union No. 229, Boston, Mass.	200.00
Union No. 238, New Bedford, Mass.	250.00
Union No. 243, New Bedford, Mass.	125.00
Union No. 244, Natick, Mass.	100.00
Union No. 249, Montreal, P. Q.	100.00
Union No. 257, St. Hyacinthe, P. Q.	100.00
Union No. 285, North Adams, Mass.	200.00
Union No. 338, St. Louis, Mo.	400.00
Union No. 356, North Easton, Mass.	120.00
Union No. 362, Belfast, Me.	100.00
Union No. 393, Brockton, Mass.	75.00
Union No. 419, St. Paul, Minn.	100.00
Union No. 425, Whitman, Mass.	200.00
Union No. 458, Fredericton, N. B.	100.00
Union No. 465, New York, N. Y.	85.00
Union No. 469, Augusta, Me.	150.00

\$10,370.00

MISCELLANEOUS:

Attorney Fees	\$1,085.00
A. E. Chandler, Expert Accountant.	150.00
Express	590.29
Delegates to American Federation of Labor ...	3,194.25
Delegates to Trades-Labour Congress, Van- couver, B. C.	339.50
General Auditors	788.39
General Executive Board.	1,573.26
Massachusetts State Branch, A. F. L., per capita tax of Union-at-large.	12.71
M. Dansereau, dues refunded.	.50
Medical Examiner	30.50
New England Organizing Conference.	262.35
Office Help	31,503.86
Office Supplies	3,121.10
Postage	2,987.61
Premium on bonds for local officers.	533.68
Printing	8,054.97
Refund Deposits for Union Stamps.	49.00
Rent	2,750.00
Light	207.00
Water	22.98
Max Scheff, Fine Rescinded.	10.00
Shoe Workers' Journal.	11,785.00
Telephone and Telegraph.	685.73
Twelfth Convention	13,740.00

Union "0"—50, Dover, N. H.....	1,404.64
Union "0"—154, Brockton, Mass.	6,429.49
Union "0"—154, Brockton, Mass., bills out- standing date of revocation of charter....	730.97
Union "0"—275, Avon, Mass.	30.48
Union "0"—278, Webster, Mass.	1,583.36
Union "0"—357, Bridgewater, Mass.	4,164.76

\$98,762.38

SPECIAL ORGANIZING:

Charles Baumann	\$1,192.30
Harry S. Baxter.....	685.80
J. Thomas Beasley.....	327.45
George Behrend	1,426.02
Samuel Berg	263.75
Walter Brown	78.90
John D. Dullea.....	48.00
Joseph Ferry	7.50
Frank Fisher	3.00
E. Frieber, Organizer Union No. 492.....	5.00
Paul Halloran, Organizer Union No. 308.....	266.00
F. W. Hamilton, Denver, Col.....	7.00
F. Harris, Auburn, Me.....	51.02
L. W. Henderson, Denver, Col.....	5.56
E. R. Hoage, Organizer Union No. 290.....	5.00
Charles Holmes	4.00
August Hopkins	2,077.67
Charles E. James.....	3,347.99
Joint Council No. 4, Lynn, Mass.	600.00
Joint Council No. 14, Chicago, Ill.	70.00
Joint Council No. 23, Milwaukee, Wis.	140.75
John Kelley	3.00
Lasters' Federation	40.00
J. Levine, Organizer Union No. 491.....	5.00
Zotique Lesperance	1,654.25
Emil J. Landquist, Seattle, Wash.....	2.62
Gad Martindale	2,147.61
W. H. McElaney.....	3.50
M. McFarland	11.59
John F. Nolan.....	2,125.61
John E. O'Rourke.....	15.62
Anna Phiels	41.80
Louis Peterson	174.70
C. Pfau	8.09
William Prout	161.48
A. Richman, Organizer Union No. 490.....	5.00
A. W. Sandberg, Organizer Union No. 360.....	5.00
John J. Scannell.....	2,640.40
J. J. Smith, Eau Claire, Wis.....	5.00
E. J. Stack, Organizer Union No. 366.....	5.00
St. Louis Labor Temple.....	10.00
J. D. Towne, Organizer Union No. 489.....	5.00
Union No. 15, Rochester, N. Y.....	500.00
Union No. 30, Detroit, Mich.	8.50
Union No. 45, Auburn, Me.	70.01
Union No. 155, New York, N. Y.....	14.90
Union No. 160, Brooklyn, N. Y.....	24.00
Union No. 191, Haverhill, Mass.	55.15
Union No. 216, San Francisco, Cal.....	50.00
Union No. 275, Avon, Mass.	2.50
Union No. 465, New York, N. Y.....	43.85
Vancouver Labor Temple.....	2.50
J. R. Whipple & Co.....	2.00
M. G. Wolpert.....	153.50
Daniel E. Whelan.....	2,549.19
Thomas Wiseman	5.00
Joseph E. Woracek.....	288.90

\$23,452.98

SICK, DISABILITY AND DEATH BENEFITS

Union	Sick Benefit	Disability Benefit	Death Benefit	Total Benefits
0—At-Large, Boston, Mass.	\$2,383.12	\$650.00	\$550.00	\$3,583.12
0— 50 Dover, N. Y.	40.34	.....	150.00	190.34
0—154 Brockton, Mass.	7,001.27	400.00	850.00	8,251.27
0—278 Webster, Mass.	489.18	100.00	450.00	1,039.18
0—357 Bridgewater, Mass.	2,480.75	100.00	450.00	3,030.75
1 Haverhill, Mass.	527.05	.....	100.00	627.05
2 Haverhill, Mass.	16.42	.....	.....	16.42
6 Haverhill, Mass.	2,519.12	.....	300.00	2,819.12
11 Stoneham, Mass.	157.84	.....	.....	157.84
13 Buffalo, N. Y.	45.00	.....	.....	45.00
15 Rochester, N. Y.	82.13	.....	.....	82.13
19 Framingham, Mass.	262.04	.....	50.00	312.04
20 Middleboro, Mass.	3,412.39	200.00	550.00	4,162.39
21 Manchester, N. H.	54.23	.....	.....	54.23
25 St. Louis, Mo.	1,077.52	.....	150.00	1,227.52
26 Haverhill, Mass.	134.24	.....	200.00	334.24
27 New Bedford, Mass.	165.73	.....	.....	165.73
28 Manchester, N. H.	597.71	.....	.....	597.71
30 Detroit, Mich.	35.00	.....	.....	35.00
31 Whitman, Mass.	617.08	.....	100.00	717.08
32 Lynn, Mass.	84.92	100.00	.....	184.92
35 Brockton, Mass.	2,752.38	100.00	800.00	3,652.38
36 Brockton, Mass.	1,601.06	200.00	100.00	1,901.06
37 Brockton, Mass.	1,468.95	200.00	300.00	1,968.95
38 Brockton, Mass.	3,101.17	350.00	800.00	4,251.17
40 Milford, Mass.	1,361.18	.....	50.00	1,411.18
45 Auburn, Me.	50.00	.....	.....	50.00
46 Rochester, N. Y.	201.39	.....	200.00	401.39
48 Rockland, Mass.	4,095.41	300.00	800.00	5,195.41
50 Dover, N. H.	142.50	.....	25.00	167.50
51 Manchester, N. H.	124.60	.....	.....	124.60
53 East Weymouth, Mass.	497.44	100.00	300.00	897.44
59 Marlboro, Mass.	230.78	.....	150.00	380.78
68 Cincinnati, Ohio	1,218.82	.....	550.00	1,768.82
69 Whitman, Mass.	395.75	.....	.....	395.75
74 Brockton, Mass.	3,050.25	150.00	825.00	4,025.25
78 Holbrook, Mass.	752.10	300.00	100.00	1,152.10
79 Danvers, Mass.	90.00	.....	.....	90.00
88 London, Ont.	167.50	.....	.....	167.50
90 St. Louis, Mo.	158.52	.....	50.00	208.52
93 Chicago, Ill.	59.98	.....	100.00	159.98
94 Chicago, Ill.	166.42	.....	.....	166.42
99 Lynn, Mass.	65.00	.....	.....	65.00
100 Brockton, Mass.	4,065.55	500.00	1,000.00	5,565.55
103 Nashua, N. H.	1,419.76	.....	150.00	1,569.76
105 Whitman, Mass.	499.49	.....	.....	499.49
108 Lynn, Mass.	665.98	.....	.....	665.98
111 Brockton, Mass.	1,311.68	.....	550.00	1,861.68
118 Brockton, Mass.	1,106.15	250.00	700.00	2,056.15
122 Randolph, Mass.	1,032.68	.....	200.00	1,232.68
125 Camden, N. J.	15.00	.....	.....	15.00
129 Whitman, Mass.	1,038.14	.....	300.00	1,338.14
130 North Brookfield, Mass.	464.96	.....	200.00	664.96
133 Chicago, Ill.	70.00	.....	200.00	270.00
136 Brantford, Ont.	88.55	.....	.....	88.55
137 Rochester, N. Y.	57.16	.....	100.00	157.16
143 South Baintree, Mass.	916.59	.....	500.00	1,416.59
144 Belleville, Ill.	5.00	.....	.....	5.00
150 Rochester, N. Y.	165.00	.....	.....	165.00
154 Brockton, Mass.	678.52	.....	.....	678.52
155 New York, N. Y.	226.06	.....	150.00	376.06
160 Brooklyn, N. Y.	545.63	.....	200.00	745.63
161 Spencer, Mass.	69.30	100.00	.....	169.30
162 Worcester, Mass.	30.00	.....	50.00	80.00
163 North Adams, Mass.	111.75	.....	.....	111.75

165	North Adams, Mass.....	45.71	.....	.....	45.71
166	Cedarburg, Wis.	15.00	.....	.....	15.00
167	Shreveport, La.	40.00	.....	.....	40.00
174	Salem, Mass.	1,175.03	.....	200.00	1,375.03
180	Holliston, Mass.	105.83	.....	.....	105.83
191	Haverhill, Mass.	497.74	.....	250.00	747.74
196	Brooklyn, N. Y.	150.00	.....	.....	150.00
197	Sheboygan, Wis.	65.00	.....	.....	65.00
201	North Adams, Mass.....	179.95	.....	.....	179.95
205	Lynn, Mass.	144.24	.....	150.00	294.24
206	Kitchener, Ont.	2.85	.....	.....	2.85
210	Cincinnati, Ohio	651.37	.....	100.00	751.37
216	San Francisco, Cal.....	70.00	.....	200.00	270.00
222	Cincinnati, Ohio	717.03	.....	200.00	917.03
228	Hamilton, Ont.	100.00	.....	.....	100.00
229	Boston, Mass.	1,207.03	150.00	150.00	1,507.03
232	Hamilton, Ont.	54.26	.....	.....	54.26
233	Toronto, Ont.	593.73	.....	225.00	818.73
234	Hamilton, Ont.	185.00	.....	.....	185.00
238	New Bedford, Mass.....	668.45	.....	100.00	768.45
243	New Bedford, Mass.....	1,060.61	.....	400.00	1,460.61
244	Natick, Mass.	253.52	.....	.....	253.52
249	Montreal, P. Q.	400.37	.....	150.00	550.37
252	Brookfield, Mass.	83.55	.....	100.00	183.55
256	Brockton, Mass.	1,043.04	300.00	300.00	1,643.04
257	St. Hyacinthe, P. Q.....	390.62	.....	.....	390.62
259	Stoughton, Mass.	125.00	.....	.....	125.00
262	Belleville, Ill.	108.55	.....	.....	108.55
266	Montreal, P. Q.	569.94	.....	300.00	869.94
270	Farmington, N. H.	150.00	.....	300.00	450.00
275	Avon, Mass.	17.14	.....	.....	17.14
276	Racine, Wis.	256.45	.....	.....	256.45
281	St. Paul, Minn.	3.55	.....	.....	3.55
282	Neenah, Wis.	50.00	.....	.....	50.00
285	North Adams, Mass.....	331.79	.....	50.00	381.79
287	Haverhill, Mass.	104.30	.....	.....	104.30
289	Lynn, Mass.	39.29	.....	100.00	139.29
297	North Adams, Mass.....	69.26	.....	.....	69.26
298	Chicago, Ill.	30.00	.....	.....	30.00
305	Buffalo, N. Y.	65.71	.....	100.00	165.71
308	Boston, Mass.	99.20	.....	50.00	149.20
323	Danbury, Conn.	15.00	.....	.....	15.00
324	Oakland, Cal.	37.50	.....	50.00	87.50
330	Galt, Ont.	12.50	.....	.....	12.50
335	Petaluma, Cal.	115.00	.....	.....	115.00
338	St. Louis, Mo.	1,073.49	.....	250.00	1,323.49
341	Philadelphia, Pa.	84.98	.....	.....	84.98
347	Hamilton, Ohio	115.00	50.00	.....	165.00
356	North Easton, Mass.....	142.42	.....	.....	142.42
362	Belfast, Me.	487.81	.....	.....	487.81
365	Brockton, Mass.	2,022.63	.....	300.00	2,322.63
370	Brockton, Mass.	475.65	.....	200.00	675.65
371	North Abington, Mass....	3,279.97	500.00	500.00	4,279.97
378	Watertown, Wis.	80.00	.....	.....	80.00
384	Philadelphia, Pa.	20.00	.....	.....	20.00
396	Manchester, N. H.	117.81	.....	.....	117.81
393	Brockton, Mass.	10.36	.....	100.00	110.36
397	Manchester, N. H.	474.54	.....	150.00	624.54
406	Brockton, Mass.	263.56	.....	.....	263.56
411	Lebanon, Pa.	25.00	.....	.....	25.00
425	Whitman, Mass.	325.72	.....	200.00	525.72
428	Montreal, P. Q.	227.84	100.00	100.00	427.84
432	Waupun, Wis.	8.32	.....	.....	8.32
437	Seattle, Wash.	53.57	.....	.....	53.57
444	Hamilton, Ont.	30.00	.....	.....	30.00
446	Santa Rosa, Cal.	160.00	.....	.....	160.00
453	Haverhill, Mass.	85.72	.....	.....	85.72
456	Whitman, Mass.	440.69	100.00	.....	540.69
458	Fredericton, N. B.	180.00	.....	.....	180.00

SHOE WORKERS' JOURNAL

25

460	Arecibo, P. R.....	5.00	.....	50.00	55.00
468	LaCrosse, Wis.	50.00	.....	.....	50.00
469	Augusta, Me.	662.11	.....	200.00	862.11
471	Haverhill, Mass.	555.70	.....	100.00	655.70
472	Montreal, P. Q.....	155.69	.....	.....	155.69
480	Herrin, Ill.	65.00	.....	.....	65.00
482	St. John's, Nfd.....	107.10			107.10
485	Lowell, Mass.	23.55			23.55

\$82,426.57	\$5,300.00	\$18,975.00	\$106,701.57
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STRIKE ASSISTANCE:

Union No. 68, Cincinnati, Ohio	\$160.00
Union No. 155, New York, N. Y.....	204.28
Union No. 210, Cincinnati, Ohio	140.00
Union No. 222, Cincinnati, Ohio	181.72

\$686.00

VICTIMIZATION BENEFITS:

J. H. Ryerson.....	\$50.00
Jos. D. Kelley.....	50.00
Wm. Healey	289.00

\$389.00

Total expenditures	\$324,195.58
Cash on hand May 31, 1916.....	812,527.09

\$636,722.67

RECAPITULATION.

Cash on hand, June 1, 1915.....	\$256,361.54
Receipts	880,361.13
	\$636,722.67
Expenditures	324,195.58
Cash on hand June 1, 1916.....	\$312,527.09

JUNE 1, 1916, TO MAY 31, 1917.

RECEIPTS.

Cash on hand, June 1, 1916.....

\$312,527.09

GENERAL FUNDS.

"0" Boston, Mass.	\$3,670.25
0-50 Dover, N. H.	1,136.75
0-154 Brockton, Mass.	35,079.99
0-180 Holliston, Mass.	530.42
0-278 Webster, Mass.	5,820.25
0-357 Bridgewater, Mass.	17,074.75
1 Haverhill, Mass.	3,906.00
2 Haverhill, Mass.	301.18
6 Haverhill, Mass.	5,152.31
11 Stoneham, Mass.	1,550.82
13 Buffalo, N. Y.	181.53
15 Rochester, N. Y.	1,112.95
19 Framingham, Mass.	4,493.48
20 Middleboro, Mass.	10,604.46
21 Manchester, N. H.	1,210.72
25 St. Louis, Mo.	10,781.15
26 Haverhill, Mass.	1,811.64
27 New Bedford, Mass.	979.68
28 Manchester, N. H.	3,249.30
30 Detroit, Mich.	174.35
31 Whitman, Mass.	3,390.50
32 Lynn, Mass.	348.82
35 Brockton, Mass.	14,391.52
36 Brockton, Mass.	3,617.02
37 Brockton, Mass.	5,790.03
38 Brockton, Mass.	9,367.04
40 Milford, Mass.	4,333.19
45 Auburn, Me.	324.58
46 Rochester, N. Y.	959.66
48 Rockland, Mass.	13,134.78
51 Manchester, N. H.	1,096.19
53 East Weymouth, Mass.	2,438.02
59 Marlboro, Mass.	898.91
68 Cincinnati, Ohio	9,567.69
69 Whitman, Mass.	1,691.39
74 Brockton, Mass.	12,208.49
78 Holbrook, Mass.	2,552.52
79 Danvers, Mass.	771.83
88 London, Ont.	1,773.64
90 St. Louis, Mo.	3,479.52
93 Chicago, Ill.	621.00
94 Chicago, Ill.	472.50
99 Lynn, Mass.	494.17
100 Brockton, Mass.	12,338.31
103 Nashua, N. H.	5,962.88
105 Whitman, Mass.	1,217.12
108 Lynn, Mass.	1,119.21
109 East St. Louis, Ill.	501.45
111 Brockton, Mass.	4,854.73
113 East Liverpool, O.	24.50
118 Brockton, Mass.	4,318.04
119 Lawrence, Mass.	2,248.01
122 Randolph, Mass.	2,881.00
125 Camden, N. J.	173.02
129 Whitman, Mass.	2,761.66
130 North Brookfield, Mass.	1,521.52
133 Chicago, Ill.	339.53
135 Westfield, Mass.	95.89
136 Brantford, Ont., Canada	662.11
137 Rochester, N. Y.	343.84
141 Philadelphia, Pa.	110.29
143 South Braintree, Mass.	4,514.46

144	Belleville, Ill.	165.72
148	Newark, N. J.	124.79
150	Rochester, N. Y.	306.82
155	New York, N. Y.	1,185.50
159	Syracuse, N. Y.	64.87
160	Brooklyn, N. Y.	3,686.25
161	Spencer, Mass.	348.65
162	Worcester, Mass.	177.47
163	North Adams, Mass.	453.16
165	North Adams, Mass.	381.55
166	Cedarburg, Wis.	223.74
167	Shreveport, Ind.	144.45
170	Milwaukee, Wis.	306.50
174	Salem, Mass.	4,507.69
180	Holliston, Mass.	364.25
191	Haverhill, Mass.	2,785.29
196	New York, N. Y.	527.68
197	Sheboygan, Wis.	266.01
201	North Adams, Mass.	720.79
205	Lynn, Mass.	1,080.85
206	Kitchener, Ont.	237.17
210	Cincinnati, O.	4,589.48
212	North Adams, Mass.	516.81
216	San Francisco, Cal.	846.70
222	Cincinnati, Ohio	5,997.36
227	Rochester, N. Y.	195.71
228	Hamilton, Ont., Canada	614.55
229	Boston, Mass.	10,965.90
231	Minneapolis, Minn.	152.87
232	Hamilton, Ont., Canada	179.27
233	Toronto, Ont., Canada	2,928.04
234	Hamilton, Ont., Canada	514.16
238	New Bedford, Mass.	3,521.93
243	New Bedford Mass.	3,229.44
244	Natick, Mass.	1,263.20
249	Montreal, P. Q., Canada	2,206.68
252	Brookfield, Mass.	945.47
256	Brockton, Mass.	4,080.26
257	St. Hyacinthe, P. Q., Canada	2,132.87
259	Stoughton, Mass.	163.82
262	Belleville, Ill.	813.66
266	Montreal, P. Q., Canada	2,884.05
268	Chippewa Falls, Wis.	1,987.75
270	Farmington, N. H.	213.16
272	Holyoke, Mass.	316.84
275	Avon, Mass.	1,498.15
276	Racine, Wis.	1,851.97
280	Springfield, Mass.	11.00
281	St. Paul, Minn.	106.67
282	Neenah, Wis.	221.63
285	North Adams, Mass.	1,299.48
286	Newark, Ohio	69.88
287	Haverhill, Mass.	1,017.02
289	Lynn, Mass.	572.31
290	Denver, Col.	60.82
295	St. Paul, Minn.	69.22
296	Taunton, Mass.	111.66
297	North Adams, Mass.	254.57
298	Chicago, Ill.	382.14
305	Buffalo, N. Y.	154.65
308	Boston, Mass.	1,320.18
309	New York, N. Y.	74.59
311	Pueblo, Col.	80.84
323	Danbury, Conn.	226.75
324	Oakland, Cal.	513.59
330	Galt, Ont., Canada	663.56
335	Petaluma, Cal.	256.50

338	St. Louis, Mo.....	9,035.12
341	Haverhill, Mass.	1,100.65
345	Rochester, N. H.....	2,201.67
347	Hamilton, Ohio	69.88
351	Milwaukee, Wis.	214.59
356	North Easton, Mass.....	623.35
360	Cheyenne, Wyo.	10.50
362	Belfast, Me.	2,372.28
365	Brockton, Mass.	7,510.84
370	Brockton, Mass.	2,151.65
371	North Abington, Mass.....	9,528.15
377	Honesdale, Pa.	367.55
378	Watertown, Wis.	571.67
380	Boston, Mass.	62.77
384	Philadelphia, Pa.	100.15
389	Providence, R. I.....	94.84
393	Brockton, Mass.	301.15
396	Manchester, N. H.....	687.36
397	Manchester, N. H.....	2,089.05
405	Hornell, N. Y.....	45.18
406	Brockton, Mass.	1,534.28
411	Lebanon, Pa.	322.53
419	St. Paul, Minn.....	178.55
425	Whitman, Mass.	1,125.50
427	Cabo Rojo, P. R.....	20.16
428	Montreal, P. Q., Canada.....	1,285.50
432	Waupun, Wis.	403.45
437	Seattle, Wash.	288.67
444	Hamilton, Ont., Canada.....	219.78
446	Santa Rosa, Cal.....	316.02
452	Evansville, Ind.	22.19
453	Haverhill, Mass.	210.86
456	Whitman, Mass.	2,115.93
458	Fredericton, N. B.....	142.66
460	Arecibo, P. R.....	189.13
465	New York, N. Y.....	828.36
468	LaCrosse, Wis.	127.42
469	Augusta, Me.	1,944.87
471	Haverhill, Mass.	1,115.61
472	Montreal, P. Q.....	858.84
473	Duluth, Minn.	92.22
480	Herrin, Ill.	195.48
481	Jackson, Tenn.	54.38
482	St. John's, Nfd.....	807.09
485	Lowell, Mass.	212.20
487	Pittsburg, Kan.	43.10
489	Washington, D. C.....	390.91
490	Perth Amboy, N. J.....	47.00
491	Worcester, Mass.	87.00
492	New Haven, Conn.....	121.02
493	San Jose, Cal.....	36.22
494	San Diego, Cal.....	81.52
495	Eldorado, Ill.	87.21
496	Reading, Pa.	92.59
497	South Chicago, Ill.....	59.59
498	Brooklyn, N. Y.....	36.99
499	Roseland, Ill.	163.91
500	Youngstown, Ohio	23.33
501	Monroe, La.	89.03
502	Portland, Me.	102.17
503	Humacao, P. R.....	33.17
504	Detroit, Mich.	74.17
505	Vancouver, B. C., Canada.....	165.61
506	Great Falls, Mont.....	48.35
507	Wichita, Kan.	40.51
508	Newburgh, N. Y.....	15.34

509	Mansfield, Ohio	24.85
510	Murphysboro, Ill.	9.84
511	Ponce, P. R.	18.17
512	East Boston, Mass.	86.01
513	Granite City, Ill.	11.66

\$385,385.25**MISCELLANEOUS.**

Interest on Deposits	\$13,876.40
Emblem Buttons	23.70
Deposits for Union Stamps	295.00
A. Belmore	2.00
J. H. Ryan	129.00
Driscoll & Co., waste paper	44.71
Reissue Due Books	108.25
Telephone and Telegraph	18.23
Union No. 119, Lawrence, Mass., Rubber Stamps ..	.70
Union No. 256, Brockton, Mass., Rent, Headqtrs..	120.00
Union No. 173, Tacoma, Wash., Local Funds	27.50
Union No. 180, Holliston, Mass., Local Funds	129.50
Union No. 360, Cheyenne, Wyo., Local Funds	8.83
Union No. 489, Washington, D. C., Local Funds...	19.79
Union No. 492, New Haven, Conn., Local Funds..	3.00
Union No. 495, Eldorado, Ill., Local Funds	1.77
Adams Express Co., Refund	.44
P. J. Smith, Organizing Fee Refund	5.00
Massachusetts Bonding Co., Refund	1.76
W. M. Hatch, Refund	4.50
Lord Electric Co., Refund	1.85
Edward McCarthy, Refund	3.00
Sam Gritz, Fine for Lost Union Stamp	5.00
A. Peluso, Fine for Lost Union Stamp	5.00
Union No. 512, East Boston, Mass., Rubber Stamp.	1.36

\$14,886.29**REPAYMENT ON ACCOUNT OF LOANS:**

Joint Council No. 2, Haverhill, Mass.	\$2,125.00
Joint Council No. 25, St. Louis, Mo.	400.00
Union No. 11, Stoneham, Mass.	200.00
Union No. 27, New Bedford, Mass.	75.00
Union No. 36, Brockton, Mass.	246.25
Union No. 74, Brockton, Mass. (with int.)..	306.00
Union No. 105, Whitman, Mass.	50.00
Union No. 118, Brockton, Mass.	100.00
Union No. 122, Randolph, Mass.	110.00
Union No. 143, South Braintree, Mass.	255.00
Union No. 160, Brooklyn, N. Y.	200.00
Union No. 174, Salem, Mass.	70.00
Union No. 191, Haverhill, Mass.	30.00
Union No. 238, New Bedford, Mass.	100.00
Union No. 244, Natick, Mass.	100.00
Union No. 249, Montreal, P. Q., Canada	100.00
Union No. 257, St. Hyacinthe, P. Q., Canada.?	124.00
Union No 406, Brockton, Mass.	25.00
Union No. 425, Whitman, Mass.	50.00

\$4,686.25**PREMIUMS ON BONDS OF LOCAL OFFICERS:**

Union No. 50—0, Dover, N. H.	2.50
Union No. 278—0, Webster, Mass.	5.00
Union No. 357—0, Bridgewater, Mass.	5.00
Joint Council No. 2, Haverhill, Mass.	5.00
Joint Council No. 4, Lynn, Mass.	2.50
Joint Council No. 17, Montreal, P. Q., Canada.	8.50
Joint Council No. 25, St. Louis, Mo.	5.00

Union No. 11,	Stoneham, Mass.	2.50
Union No. 19,	Framingham, Mass.	5.00
Union No. 20,	Middleboro, Mass.	10.00
Union No. 25,	St. Louis, Mo.	7.50
Union No. 27,	New Bedford, Mass.	2.50
Union No. 28,	Manchester, N. H.	5.00
Union No. 35,	Brockton, Mass.	7.50
Union No. 36,	Brockton, Mass.	5.50
Union No. 37,	Brockton, Mass.	6.50
Union No. 38,	Brockton, Mass.	10.00
Union No. 40,	Milford, Mass.	2.50
Union No. 45,	Auburn, Me.	1.40
Union No. 48,	Rockland, Mass.	5.00
Union No. 53,	East Weymouth, Mass.	5.00
Union No. 68,	Cincinnati, Ohio	5.00
Union No. 74,	Brockton, Mass.	7.50
Union No. 78,	Holbrook, Mass.	2.50
Union No. 88,	London, Ontario, Canada....	5.00
Union No. 90,	St. Louis, Mo.	5.00
Union No. 111,	Brockton, Mass.	5.50
Union No. 118,	Brockton, Mass.	5.00
Union No. 119,	Lawrence, Mass.	2.40
Union No. 129,	Whitman, Mass.	5.00
Union No. 133,	Chicago, Ill.	2.50
Union No. 143,	South Braintree, Mass.	7.09
Union No. 160,	Brooklyn, N. Y.	2.50
Union No. 166,	Cedarburg, Wis.	5.00
Union No. 170,	Milwaukee, Wis.	2.50
Union No. 174,	Salem, Mass.	5.00
Union No. 191,	Haverhill, Mass.	2.50
Union No. 196,	New York, N. Y.	5.00
Union No. 206,	Berlin, Ontario, Canada....	2.50
Union No. 210,	Cincinnati, Ohio	5.00
Union No. 216,	San Francisco, Cal.	2.50
Union No. 222,	Cincinnati, Ohio	5.00
Union No. 229,	Boston, Mass.	5.00
Union No. 231,	Minneapolis, Minn.	3.43
Union No. 233,	Toronto, Ontario, Canada....	5.00
Union No. 234,	Hamilton, Ontario, Canada...	4.91
Union No. 238,	New Bedford, Mass.	5.00
Union No. 256,	Brockton, Mass.	4.00
Union No. 259,	Stoughton, Mass.	5.00
Union No. 262,	Belleville, Ill.	2.50
Union No. 268,	Chippewa Falls, Wis.	5.83
Union No. 270,	Farmington, N. H.	5.00
Union No. 276,	Racine, Wis.	5.00
Union No. 282,	Neenah, Wis.	2.50
Union No. 285,	North Adams, Mass.	5.00
Union No. 308,	Boston, Mass.	20.00
Union No. 324,	Oakland, Cal.	2.50
Union No. 338,	St. Louis, Mo.	2.50
Union No. 345,	Rochester, N. H.	9.50
Union No. 351,	Milwaukee, Wis.	2.50
Union No. 362,	Belfast, Me.	5.00
Union No. 365,	Brockton, Mass.	6.50
Union No. 371,	North Abington, Mass.	10.00
Union No. 370,	Brockton, Mass.	2.50
Union No. 377,	Honesdale, Pa.	5.00
Union No. 378,	Watertown, Wis.	2.50
Union No. 396,	Manchester, N. H.	2.50
Union No. 406,	Brockton, Mass.	2.50
Union No. 425,	Whitman, Mass.	2.50
Union No. 456,	Whitman, Mass.	5.00
Union No. 458,	Fredericton, N. B.	2.50
Union No. 465,	New York, N. Y.	2.47
Union No. 469,	Augusta, Me.	2.50
Union No. 482,	St. John's, Nfld.	3.68
Union No. 489,	Washington, D. C.	2.50

Union No. 495, Eldorado, Ill.	2.50
Union No. 493, San Jose, Cal.	2.50
Union No. 498, Brooklyn, N. Y.	1.97
Union No. 502, Portland, Me.	4.01

\$363.19**SICK BENEFIT REFUNDS:**

S. Lheureux	2.00
M. R. Hennessey	.31
B. Wismont	2.85
S. Thurnberg	2.28
J. H. Chase	2.84
G. W. Wills	1.42
M. A. Barrett	2.14
J. D. Lee	2.50
M. D. Doherty	4.00
R. Peterson	5.91
N. McBride	2.85
C. C. Cook	35.00
Ina Crowell	5.00
D. Thompson	7.13
Wm. Butts	5.00
C. Shuster	5.00

\$86.83**STRIKE ASSISTANCE REFUND:**

Union No. 155, New York, N. Y.	5.00
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\$5.00

Total Receipts

\$717,878.00 .**EXPENDITURES.****GENERAL OFFICERS:**

John F. Tobin, Salary	\$3,500.00
John F. Tobin, Expense	510.62
Collis Lovely, Salary	2,500.00
Collis Lovely, Expense	2,365.65
Charles L. Baine, Salary	3,500.00
Charles L. Baine, Expense	1,463.60

\$13,844.87**GENERAL ORGANIZERS:**

Philip J. Byrne, Salary	\$1,248.00
Philip J. Byrne, Expense	1,856.03
Francis J. Clarke, Salary	1,248.00
Francis J. Clarke, Expense	1,906.36
George W. Disney, Salary	1,560.00
George W. Disney, Expense	2,088.40
Edward A. O'Dell, Salary	1,560.00
Edward A. O'Dell, Expense	1,976.83
Thomas O'Hare, Salary	1,560.00
Thomas O'Hare, Expense	2,430.49

\$17,484.11**BUSINESS AGENTS:**

Walter Brown, Salary	\$468.00
John D. Dulles, Salary	477.00
Patrick Gillen, Salary	468.00
Charles McKercher, Salary	468.00
Herman Marrer, Salary	468.00
William Prout, Salary	450.00
Thomas W. Pehwell, Salary	371.00
Harry A. Tyler, Salary	280.00

\$3,450.00

ADVERTISING:

Display Boards	\$918.50
Trade Union Newspapers.....	9,815.97
Shoe Trade Papers.....	6,741.35
Daily Newspapers	699.10
Novelties	11,608.47
Labor Day	1,205.90

\$30,989.29

PER CAPITA TAX:

American Federation of Labor.....	\$3,619.28
Union Label Trades Department.....	1,206.44

\$4,825.72

DONATIONS:

Joint Council No. 14, Chicago, Ill.....	\$100.00
White Rats Actors' Union.....	100.00
Woman's Trade Union League.....	500.00
Woman's International Union Label League..	300.00
Thomas F. Tracy Fund.....	50.00

\$1,050.00

LOANS:

Joint Council No. 11, Whitman, Mass.....	\$100.00
Union No. 74, Brockton, Mass.....	300.00

\$400.00

MISCELLANEOUS:

City of Boston, tax on Boston bank deposits...	\$1,068.00
A. E. Chandler, Accountant.....	150.00
Deposit for Union Stamps refunded.....	115.00
Delegates to American Federation of Labor...	650.60
Express	418.18
Attorney's fees	1,337.00
Union No. 50-O, Dover, N. H.	1,923.27
Union No. 154-O, Brockton, Mass.	8,334.07
Union No. 180-O, Holliston, Mass.	28.50
Union No. 278-O, Webster, Mass.	1,028.50
Union No. 357-O, Bridgewater, Mass.	2,789.37
General Auditors	371.06
General Executive Board.....	1,812.62
Massachusetts State Branch, A. F. of L., Tax for Union-at-Large, Boston, Mass.....	17.63
Medical Examiners	61.50
New England Organizing Conference.....	287.15
S. Brauschweics	3.67
J. H. Tobin, Local No. 53, Hospital expenses at- tending A. F. of L. Convention, 1915.....	571.19
Shoe Workers' Journal.....	14,705.00
Office help	32,852.89
Office supplies	3,716.39
Premium on bonds for local officers.....	424.98
Premium on bond, City of Waterbury, Conn..	108.95
Printing	8,622.96
Postage	3,010.14
Rent	3,750.00
Light	202.00
Water	45.31
Lamps	5.42
Telegraph and telephone.....	688.07

SPECIAL ORGANIZING:

C. C. Ardizzone, Union No. 489, Washington, D. C.	\$3.00
Edward Appleton, Union No. 119, Lawrence, Mass.	30.00
Charles Baumann	1,353.53
Henry S. Baxter	1,981.57
George Behrend	1,530.82
Walter Brown	37.25
Brooklyn Labor Lyceum	2.00
W. Baker	82.20
M. A. Bernhard	71.00
S. Berg	269.50
H. C. Diehl	10.00
Edgar Drage	315.90
John D. Dullea	353.50
A. G. Eltonhead, Organizer, Union No. 452... ..	5.00
East Boston, Mass.	2,251.46
Meyer Finkelstein	10.25
E. Fariza	5.00
Patrick Gillen	1.45
W. Glocking	22.40
F. W. Healy, Organizer, Union No. 515	5.00
P. Halloran	189.00
D. F. Healy	28.00
August Hopkins	2,102.00
Charles E. James	3,724.08
Joint Council No. 4, Lynn, Mass.	600.00
Joint Council No. 14, Chicago, Ill.	98.00
Joint Council No. 21, North Adams, Mass.	21.50
Joint Council No. 23, Milwaukee, Wis.	110.00
Jewish Daily Forward	16.00
Lasters' Federation	40.00
F. S. LaScola, Organizer, Union No. 501	5.00
Zotique Lesperance	2,024.16
Gad Martindale	2,210.03
V. R. Midgeley, Organizer, Union No. 505	5.00
Phil Melselberg	12.50
L. Nelson, Organizer, Union No. 506	5.00
John F. Nolan	2,393.00
John E. O'Rourke	180.59
B. Pallars	10.00
Louis Peterson	393.40
Pine Press	17.50
William Prout	150.00
John Rothery, Organizer, Union No. 508	5.00
S. Shapiro	3.00
John J. Scannell	2,935.92
C. G. Sinder	30.00
T. J. Smith, Organizer, Union No. 500	5.00
Lynn Thompson, Organizer, Union No. 231	10.00
E. J. Tofte	10.61
United Trades Association, Philadelphia, Pa. ..	4.00
Union No. 15, Rochester, N. Y.	600.00
Union No. 45, Auburn, Me.	10.00
Union No. 94, Chicago, Ill.	25.00
Union No. 119, Lawrence, Mass.	28.92
Union No. 125, Camden, N. J.	50.00
Union No. 155, New York, N. Y.	50.00
Union No. 160, Brooklyn, N. Y.	28.32
Union No. 196, New York, N. Y.	1.60
Union No. 229, Boston, Mass.	143.00
Union No. 244, Natick, Mass.	4.25
Union No. 389, Providence, R. I.	5.00
Union No. 465, New York, N. Y.	78.30
Union No. 498, Brooklyn, N. Y.	9.80
M. Virgil, Organizer, Union No. 495	5.00

R. E. Warner, Organizer, Union No. 507.....	5.00
D. E. Whelan.....	2,966.56
M. G. Wolpert.....	1,360.00
Joseph E. Woracek.....	29.43
H. Zola, Organizer, Union No. 510.....	5.00

\$121,182.82

SICK, DISABILITY AND DEATH BENEFITS.

Union	Sick Benefit	Disability Benefit	Death Benefit	Total Benefits
"0" Boston, Mass.	\$2,751.71	\$100.00	\$500.00	\$3,351.71
50-0 Dover, N. H.	337.44	.....	.....	337.44
154-0 Brockton, Mass.	8,924.10	400.00	650.00	9,974.10
180-0 Holliston, Mass.	52.47	.....	.....	52.47
278-0 Webster, Mass.	1,008.00	.....	100.00	1,108.00
357-0 Bridgewater, Mass.	2,555.11	.....	250.00	2,805.11
1 Haverhill, Mass.	1,211.29	.....	300.00	1,511.29
2 Haverhill, Mass.	187.13	.....	.....	187.13
6 Haverhill, Mass.	2,163.31	100.00	.....	2,263.31
11 Stoneham, Mass.	110.00	.....	.....	110.00
13 Buffalo, N. Y.	7.13	.....	.....	7.13
15 Rochester, N. Y.	120.00	.....	100.00	220.00
19 Framingham, Mass.	497.32	.....	200.00	697.32
20 Middleboro, Mass.	3,356.56	350.00	500.00	4,206.56
21 Manchester, N. H.	113.92	.....	100.00	213.92
25 St. Louis, Mo.	1,169.64	.....	300.00	1,469.64
26 Haverhill, Mass.	206.39	.....	.....	206.39
27 New Bedford, Mass.	155.65	.....	.....	155.65
28 Manchester, N. H.	742.81	.....	.....	742.81
30 Detroit, Mich.	32.13	.....	.....	32.13
31 Whitman, Mass.	466.25	.....	450.00	916.25
32 Lynn, Mass.	162.17	.....	.....	162.17
35 Brockton, Mass.	3,368.83	300.00	850.00	4,518.83
36 Brockton, Mass.	1,211.92	200.00	600.00	2,011.92
37 Brockton, Mass.	913.43	100.00	700.00	1,713.43
38 Brockton, Mass.	3,522.28	400.00	725.00	4,647.28
40 Milford, Mass.	846.78	.....	100.00	946.78
46 Rochester, N. Y.	68.56	100.00	100.00	268.56
48 Rockland, Mass.	4,417.93	200.00	500.00	5,117.93
51 Manchester, N. H.	211.34	.....	.....	211.34
53 East Weymouth, Mass.	815.71	100.00	200.00	1,115.71
59 Marlboro, Mass.	134.62	.....	100.00	234.62
63 Cincinnati, Ohio	1,729.32	.....	600.00	2,329.32
69 Whitman, Mass.	614.19	.....	.....	614.19
74 Brockton, Mass.	3,350.42	100.00	125.00	3,575.42
78 Holbrook, Mass.	854.90	100.00	150.00	1,104.90
79 Danvers, Mass.	220.65	.....	.....	220.65
88 London, Ont.	319.17	.....	50.00	369.17
90 St. Louis, Mo.	237.84	.....	50.00	287.84
93 Chicago, Ill.	178.55	.....	.....	178.55
94 Chicago, Ill.	15.00	100.00	.....	115.00
99 Lynn, Mass.	11.42	.....	.....	11.42
100 Brockton, Mass.	4,318.48	400.00	850.00	5,568.48
103 Nashua, N. H.	1,472.14	.....	100.00	1,572.14
105 Whitman, Mass.	314.24	.....	300.00	614.24
108 Lynn, Mass.	389.26	100.00	.....	489.26
109 East St. Louis, Ill.	102.50	.....	.....	102.50
111 Brockton, Mass.	1,147.29	200.00	225.00	1,572.29
118 Brockton, Mass.	1,114.02	200.00	400.00	1,714.02
119 Lawrence, Mass.	20.00	.....	.....	20.00
122 Randolph, Mass.	784.15	.....	100.00	884.15
125 Camden, N. J.	5.00	.....	.....	5.00
129 Whitman, Mass.	999.94	.....	850.00	1,349.94
130 North Brookfield, Mass.	492.82	100.00	100.00	692.82
133 Chicago, Ill.	145.00	.....	100.00	245.00
136 Brantford, Ont., Can.	105.00	.....	.....	105.00
137 Rochester, N. Y.	28.57	.....	.....	28.57

143	South Braintree, Mass....	1,134.75	150.00	100.00	1,384.75
144	Belleville, Ill.	18.55	.....	.....	18.55
150	Rochester, N. Y.	84.26	.....	.....	84.26
155	New York, N. Y.	197.10	.....	.....	197.10
159	Syracuse, N. Y.	20.00	.....	.....	20.00
160	Brooklyn, N. Y.	645.07	.....	.....	645.07
161	Spencer, Mass.	145.34	.....	.....	145.34
162	Worcester, Mass.	38.55	.....	200.00	238.55
163	North Adams, Mass.	119.25	.....	100.00	219.25
165	North Adams, Mass.	127.13	.....	.....	127.13
166	Cedarburg, Wis.	65.00	.....	.....	65.00
167	Shreveport, La.	17.84	.....	.....	17.84
174	Salem, Mass.	1,279.47	100.00	300.00	1,679.47
180	Holliston, Mass.	52.85	.....	.....	52.85
191	Haverhill, Mass.	434.93	.....	225.00	659.93
196	New York, N. Y.	162.11	.....	.....	162.11
197	Sheboygan, Wis.	70.68	.....	.....	70.68
201	North Adams, Mass.	165.00	.....	.....	165.00
205	Lynn, Mass.	87.09	.....	.....	87.09
210	Cincinnati, Ohio	794.19	.....	300.00	1,094.19
212	North Adams, Mass.	10.00	.....	.....	10.00
216	San Francisco, Cal.	153.92	.....	50.00	203.92
222	Cincinnati, Ohio	1,002.74	160.00	200.00	1,302.74
227	Rochester, N. Y.	100.00	.....	.....	100.00
228	Hamilton, Ont., Can.	62.13	.....	100.00	162.13
229	Boston, Mass.	1,688.29	.....	200.00	1,888.29
232	Hamilton, Ont., Can.	26.42	.....	.....	26.42
233	Toronto, Ont., Can.	693.66	.....	200.00	893.66
234	Hamilton, Ont., Can.	348.55	.....	.....	348.55
238	New Bedford, Mass.	993.46	.....	200.00	1,193.46
243	New Bedford, Mass.	1,188.45	100.00	150.00	1,438.45
244	Natick, Mass.	156.05	.....	.....	156.05
249	Montreal, P. Q., Can.	649.94	.....	150.00	799.94
252	Brookfield, Mass.	266.05	.....	.....	266.05
256	Brockton, Mass.	1,163.46	100.00	100.00	1,363.46
257	St. Hyacinthe, Can.	801.70	.....	50.00	851.70
259	Stoughton, Mass.	100.70	.....	.....	100.70
262	Belleville, Ill.	197.18	.....	.....	197.18
266	Montreal, P. Q., Can.	585.99	.....	200.00	785.99
268	Chippewa Falls, Wis.	215.00	.....	50.00	265.00
270	Farmington, N. H.	94.25	.....	.....	94.25
272	Holyoke, Mass.	38.92	.....	.....	38.92
275	Avon, Mass.	356.35	.....	.....	356.35
276	Racine, Wis. ..	331.65	.....	.....	331.65
281	St. Paul, Minn.	30.00	.....	.....	30.00
282	Neenah, Wis.	5.00	.....	.....	5.00
285	North Adams, Mass.	585.58	.....	.....	585.58
287	Haverhill, Mass.	144.97	.....	100.00	244.97
289	Lynn, Mass.	108.18	.....	.....	108.18
295	St. Paul, Miss.	21.42	.....	.....	21.42
296	Taunton, Mass.	2.84	.....	.....	2.84
297	North Adams, Mass.	52.86	.....	100.00	152.86
298	Chicago, Ill.	45.00	.....	.....	45.00
308	Boston, Mass.	236.95	.....	.....	236.95
309	New York, N. Y.	10.00	.....	.....	10.00
323	Danbury, Conn.	7.50	.....	.....	7.50
324	Oakland, Cal.	80.00	.....	.....	80.00
335	Petaluma, Cal.	70.00	.....	.....	70.00
338	St. Louis, Mo.	1,588.92	100.00	250.00	1,938.92
341	Haverhill, Mass.	212.81	.....	.....	212.81
345	Rochester, N. H.	314.25	.....	50.00	364.25
347	Hamilton, Ohio	85.00	.....	.....	85.00
356	North Easton, Mass.	115.00	.....	.....	115.00
362	Belfast, Me.	933.43	.....	100.00	1,033.43
365	Brockton, Mass.	2,478.12	.....	200.00	2,678.12
370	Brockton, Mass.	323.37	.....	100.00	423.37
371	North Abington, Mass.	3,642.63	200.00	700.00	4,542.63
377	Honesdale, Pa.	30.00	.....	.....	30.00

378	Watertown, Wis.	110.00	.....	110.00
393	Brockton, Mass.	39.27	.....	139.27
396	Manchester, N. H.	206.42	.....	206.42
397	Manchester, N. H.	532.07	.....	532.07
406	Brockton, Mass.	315.70	.....	415.70
411	Lebanon, Pa.	35.00	.....	35.00
425	Whitman, Mass.	302.14	100.00	402.14
428	Montreal, P. Q., Can.	244.63	.....	244.63
432	Waupun, Wis.	111.92	.....	111.92
437	Seattle, Wash.	20.00	.....	20.00
444	Hamilton, Ont., Can.	17.84	.....	17.84
446	Santa Rosa, Cal.	70.00	.....	70.00
453	Haverhill, Mass.	65.00	.....	65.00
456	Whitman, Mass.	525.66	100.00	625.66
458	Fredericton, N. B.	90.00	.....	90.00
460	Arecibo, P. R.	248.48	.....	248.48
465	New York, N. Y.	66.42	50.00	116.42
469	Augusta, Me.	434.26	300.00	734.26
471	Haverhill, Mass.	445.31	100.00	545.31
472	Montreal, P. Q., Can.	81.90	200.00	281.90
473	Duluth, Minn.	7.50	.....	7.50
480	Herrin, Ill.	15.00	.....	15.00
482	St. John's, Nfd.	167.14	200.00	367.14
485	Lowell, Mass.	69.28	.....	69.28
487	Pittsburg, Kan. ....	.....	50.00	50.00
489	Washington, D. C.	24.26	.....	24.26
499	Roseland, Ill.	5.00	.....	5.00
		<u>\$93,069.85</u>	<u>\$4,600.00</u>	<u>\$16,500.00</u>
				<u>\$114,169.85</u>

STRIKE ASSISTANCE:

Joint Council No. 14, Chicago, Ill.	\$470.00	
Union No. 155, New York, N. Y.	788.43	
Union No. 268, Chippewa Falls, Wis.	100.08	
Union No. 282, Neenah, Wis.	500.00	
		<u>\$1,858.51</u>

VICTIMIZATION BENEFITS:

Union No. 2, Haverhill, Mass.	21.00	
		<u>\$21.00</u>
Total expenditures		\$309,226.17
Cash on hand May 31, 1917		408,646.83
		<u>\$717,873.00</u>

RECAPITULATION.

Cash on hand June 1, 1916.....	\$312,527.09
Receipts	405,345.91
	\$717,873.00
Expenditures	309,226.17
Cash on hand, May 31, 1917.....	408,646.83
	\$717,873.00

We submit the following tables showing the total receipts and expenditures for each fiscal year since the adoption of the present financial system at the Rochester Convention in 1899:

RECEIPTS.

Year ending May 31	Funds General	Miscel- laneous Receipts	Sick Benefit Refunds	Strike Asst. Refunds	Receipts Total
1900	\$16,530.57	\$1,489.49	.....	.....	\$18,020.06
1901	54,839.86	2,666.19	.....	.....	57,506.05
1902	110,624.25	3,328.42	\$6.00	.....	113,958.67
1903	228,056.04	4,830.75	5.00	\$42.00	232,933.79
1904	290,911.23	4,057.13	5.00	181.34	295,154.70
1905	261,092.50	3,559.75	107.41	16.00	264,775.66
1906	271,043.87	3,723.58	221.58	8.00	274,997.03
1907	278,537.30	6,997.97	141.02	.....	285,676.29
1908	264,222.63	9,338.56	78.92	75.18	273,715.29
1909	264,038.80	8,346.08	83.71	305.33	272,468.59
1910	263,451.98	8,252.33	84.50	16.00	272,094.14
1911	289,980.76	12,017.00	241.81	.....	302,255.57
1912	301,502.36	7,657.19	157.96	.....	309,317.51
1913	312,274.01	9,388.39	51.67	52.50	321,766.57
1914	333,156.94	10,066.88	121.06	139.20	343,484.08
1915	335,154.53	13,091.92	218.86	.....	348,465.31
1916	369,538.39	10,761.57	61.17	.....	380,361.13
1917	385,388.35	19,865.73	86.83	5.00	405,345.91
	\$4,630,344.37	\$139,438.93	\$1,672.50	\$840.55	\$4,772,296.35

EXPENDITURES.

	General Expense	Sick, Disability, Death Benefits	Benefits Strike	Total Expenditures
1900	\$9,364.36	\$149.00	.....	\$9,513.36
1901	34,741.31	4,669.66	.....	39,410.97
1902	58,414.78	14,817.12	\$1,918.80	75,150.70
1903	182,741.61	47,113.49	35,219.24	265,074.34
1904	184,854.67	93,852.16	15,310.92	294,017.75
1905	147,062.54	88,816.50	20,625.35	256,504.39
1906	125,474.34	90,499.41	7,359.14	223,332.89
1907	149,523.31	99,132.26	31,013.68	279,669.25
1908	196,662.69	93,452.26	8,478.72	298,593.67
1909	167,660.54	77,641.47	1,368.00	246,670.01
1910	182,322.98	85,670.51	9,893.27	277,886.76
1911	170,344.12	91,933.91	1,707.78	263,085.81
1912	209,139.18	94,105.08	9,987.70	313,231.96
1913	179,283.47	97,663.48	25,356.53	302,303.48
1914	200,189.31	100,213.66	4,655.41	305,058.38
1915	168,873.09	111,640.96	210.00	280,724.05
1916	216,419.01	106,701.57	1,075.00	324,195.58
1917	193,176.81	114,169.85	1,879.51	309,226.17
	\$2,766,248.12	\$1,411,342.35	\$176,059.05	\$4,363,649.52

RECAPITULATION.

RECEIPTS.

General Funds	\$4,630,344.37
Miscellaneous Receipts	139,438.93
Sick and Death Benefit Refunds	840.55
Strike Assistance Refunds	1,672.50
	\$4,772,296.35

EXPENDITURES.

General Expense	\$2,776,248.12
Sick, Death and Disability Benefits	1,411,342.35
Strike Benefits	176,059.05
	\$4,363,649.52

Cash on hand, May 31, 1917..... **\$408,646.83**

It is gratifying to note that the revenue of our union continues to increase, your attention being called to the fact that the total receipts for the year ending May 31, 1917, were the largest in our history, approximately \$25,000 in excess of the year ending May 31, 1916, and that our cash balance for the same period shows an increase of more than \$96,000, while the expenditures in the general expense account, which are responsible for these results, show a decrease of over \$23,000.

Local Union Funds.

While calling your attention to the increase in the financial resources of the general union, we must express our regret that we cannot report a like achievement in behalf of our local unions. While some of our local unions have either maintained or increased their cash balance on hand during the last two years, the information which we have shows a decrease as a whole. In spite of many requests made to our local unions to exercise more care in financial management, we find many of our members hold little consideration for the real purpose for which the dues are paid into the union, and in the local union where this class of membership predominates, the limit of their revenue is the guiding factor on all questions of expense. Reports received indicate a disposition upon the part of members of some local unions to declare dividends to the membership at certain periods from local funds. We call the attention of this convention to two particular cases where the General Executive Board was obliged to take action.

In response to a complaint received from Brookfield, Mass., an investigation was made resulting in the discovery that Local Union No. 252 had been distributing local funds to the members in shares of about 35c. for more than a year, the number of shares received by each member being determined by the duration of his membership. This local union distributed about \$300 by this plan.

In making this investigation, it was also discovered that Local No. 130, of North Brookfield, had distributed local funds to its members in the form of donations of \$1.00 at a time to each member, with the alleged understanding that it was to be spent for union label goods. Approximately \$597 had been distributed in this way in a little over a year.

The General Executive Board directed these local unions to require

the membership to refund the amounts received from the local funds, but in each case the local union voted not to comply with the decision.

We recommend to this convention that the decision of the General Executive Board be sustained, and that each member of the union who benefited by the action of these local unions shall be directed to refund the amount received within eight weeks, and the penalty of suspension shall apply to members who fail to comply with the decision.

It seems pertinent to call your attention to the fact that Local No. 252 has never been represented in a convention during the sixteen years of its existence, and Local No. 130 has been represented but once since 1907.

Our Course.

As we look back over the last two years during which, largely on account of the war in Europe, exceptional conditions have prevailed, we cannot but feel gratified at the present condition of the organization. It has the largest membership and resources in its history. Its future is what we will make it. We have members enough, and they have the power if they will it, to make the organization far stronger than it is to-day. It depends only upon their disposition.

We, as delegates to this convention, acting for and on behalf of the membership of this union, are charged with a grave responsibility. In every act of ours in the deliberations of this body, we are affecting in some degree the future of the workers of the shoe craft. Whether we build wisely or not remains for the future to determine, but we can at least try, each of us giving the most conscientious and careful service of which we are capable.

As we look back over the past, we see that many of the difficulties with which we have had to contend have been due to a disposition upon the part of some local unions to set up a policy of their own, separate and distinct from that of the general union. This has resulted in loss to the workers, in delayed adjustment of disputes, and in the failure of such local unions to secure more favorable wages and working conditions.

It is a rule, almost without exception, that in proportion as the local unions have worked in harmony with the policy of the general union, in like proportion have they been successful in their local efforts. It should,

therefore, be our aim to try to bring the local unions more strictly in line with the methods and policies outlined by our conventions and which make for greater progress.

We may say with confidence that what we have gained we expect to retain, and that our continued example of gaining and holding on will eventually have its effect both upon the unorganized and upon those who are organized along independent lines. What we desire above everything else is a complete unity of the labor of the shoe craft. In this connection we desire to remind you that there are several independent unions of shoe operatives of a purely local character that have never attempted to organize nationally or to obstruct the work of our union. We wish these independent bodies could see their way clear to join with us. They have nothing in common with the secession element, but they belong in the legitimate organization of the craft. We should bend every energy to the task of inducing these local independent organizations to join us.

While the secessionists have utterly failed in the object for which they seceded, namely, the destruction of this union, they have jeopardized the interests of the shoe workers as a whole to a large extent by their policy of ill-advised strikes with little or no financial support to those involved, resulting in inevitable failure and leaving the shoeworkers so demoralized as to render real progressive organization impossible for a long time to come.

Go to the places enumerated in this report and you will find distrust and lack of interest in any form of organization. The extravagant state-

ments and misrepresentations of the secessionists have made many of the shoe workers look upon the real labor movement with suspicion, and until this suspicion is removed, proper organization will be most difficult to secure.

It is a striking testimonial to the correctness of our form of organization to note our progress in the face of misrepresentation and hostility from forces that should be combined with us for the common cause. Our success in the face of difficulties and under unfavorable conditions clearly points to our correct course for the future.

In closing we beg to acknowledge with sincere thanks the brotherly courtesies and co-operation that we have received from local union officers and members generally. We also wish to express the hope that our united efforts may succeed in placing the organization on a yet higher plane of effectiveness and benefit for the present and future generations of shoemakers and for the welfare of mankind. Fraternally submitted,

John F. Tobin
General President

Ch. Baine
General Secretary-Treasurer.

Referred to the Committee on Officers' Reports.

REPORT OF GENERAL AUDITORS.

Delegate B. H. Dulle, chairman of the General Auditors, submitted the following report:

Boston, Mass., June 15, 1917.

To the Members,

Greeting:

In accordance with the requirements of Section 19 of the Constitution, the General Auditors assembled at the headquarters of the Boot and Shoe Workers' Union, Boston, Mass., on June 4, 1917, and made a thorough and complete audit of the books and vouchers of the General Secretary-Treasurer from June 1, 1916, the date of our last audit, to the close of business on May 31, 1917.

As required by our Constitution we

secured the services of a certified accountant who has verified our work.

We found the accounts to be correct with the exception of an error of \$1.00 in the May general expense account, which error has been corrected under the direction of the accountant.

We communicated with the various banks in which the funds of the union are deposited, and received written statement from them certified, certifying to the amounts of deposit, which statements correspond with the certificates of deposit turned over to us by the General Secretary-Treasurer.

The following statement is the result of our audit, and shows the financial standing of the organization at the close of the fiscal year May 31, 1917:

RECEIPTS.

Cash on hand June 1, 1916.....		\$312,527.09
Receipts from general funds, June 1, 1916 to May 31, 1917.....	\$385,388.35	
Miscellaneous receipts, June 1, 1916 to May 31, 1917.....	19,865.73	
Sick, Death and Disability Refunds.....	86.83	
Strike assistance refunds	5.00	
		405,345.91
Total, including balance on hand, June 1, 1916.....		\$717,873.00

EXPENDITURES.

Strike and victimization benefits	\$1,879.51	
Sick, Death and Disability benefits.....	114,169.85	
General Expense	193,176.81	
		309,226.17
Cash on hand May 31, 1917, distributed as follows:		
Deposits	\$377,527.53	
Securities	25,678.47	
Cash	5,440.83	
		408,646.83
		\$717,873.00

Fraternally submitted, -

BEN H. DULLE, Chairman.
JOHN F. REARDON, Secretary.
DANIEL HARRINGTON.

Secretary Baine: I understand that a photographer is desirous of taking a picture of the convention immediately upon adjournment.

I move that we adjourn at noon until tomorrow morning, with the understanding that the Committee on Appeals and Grievances will have a special meeting at 3 o'clock this afternoon to take up the protests in the Lasters' Union No. 100.

Adopted.

Delegate Gleason, No. 35: Brother Walter Russell was elected a delegate from Cutters' Local No. 35, of Brock-

ton, Mass., but because of illness is unable to be present. He has attended many of our conventions in the past, and I move that the Secretary be instructed to send a telegram of sympathy from the convention to Brother Russell, expressing our regret for his absence and our earnest hopes for his speedy and permanent recovery.

Adopted by unanimous rising vote.

Resolution No. 1.

By Delegate M. G. Wolpert, Union No. 465.

Whereas. Equal Suffrage between

the sexes is one of the inherent principles of democracy, and one for which all organized labor stands, and

Whereas, We believe that before America can successfully prosecute a fight for world democracy she must first establish a democracy within her own boundaries by enfranchising her women; and

Whereas, We believe that it is dangerous to the conservation of our resources, the safety of labor and the welfare of the American people to leave our women disfranchised during the period of the war; and

Whereas, When women assume the burden of the war they must be given adequate means of protection; and

Whereas, Suffrage by the States is slow and uncertain; therefore, be it

Resolved, That we do call upon the Congress of the United States to submit to the several States for ratification at the earliest possible time an amendment to the Constitution of the United States enfranchising the American women; and be it further

Resolved, That a copy of this resolution be sent to each of the Pennsylvania Senators and Representatives in Congress.

Referred to the Committee on Resolutions.

Resolution No. 2.

By Delegate N. L. Birner, Union No. 100.

To the Provisional Government of Russia, and the Council of Workmen and Soldiers:

We, the delegates to the Convention of the Boot and Shoe Workers Union, assembled in Moose Hall, in the City of Philadelphia, Pa., U. S. A., are sending to you our congratulations and expression of joy over the downfall of the bloody autocracy of Russia.

We also wish you success in your efforts to establish a free republic.

May you continue to progress and be an inspiration to the other democracies of the world.

Referred to the Committee on Resolutions.

Resolution No. 3.

By Delegate Wm. Healey, Union No. 303.

Boston, Mass., June 16, 1917.

Mr. Wm. Healey,

Dear Sir and Brother—We, the members of the Leather Handlers' Union, Local 308, of the Boot and Shoe Workers' Union, are convinced from

past and present experience, that our paramount necessity would be a thorough organization of all the men of our craft. If we could get the majority of the leather handlers in and around Boston organized as members of our local, then we would have no difficulty in obtaining the recognition of our union, and this once accomplished would place us in a position to deal with the "slackers" for whom we have received various increases in wages since we have been organized and have received nothing in return but the worst kind of ingratitude; so we earnestly request your authorized representative to the B. and S. Convention to place these facts as strongly as possible before the members of said convention. Fraternally yours,

LOCAL UNION NO 308.

Referred to the Committee on Organization.

Resolution No. 4.

By Delegate M. G. Wölpert, Union No. 465.

Whereas, It has been the practice of the General Board not to allow any strikes to be called in a factory unless all workers have previously joined the organization, and

Whereas, In many instances workers who have joined our ranks were discriminated against and rendered breadless and our local was helpless to come to their assistance because not all workers in their respective shops have yet joined our local, and since the calling of a strike in such shops would be contrary to the rules laid down by the General Board, and

Whereas, We found that such rule was detrimental to the preservation and growth of our union, therefore be it

Resolved, That the Thirteenth Convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., in 1917, instruct the General Executive Board to discontinue the above mentioned rule and thereby enable the complete and effective organization of the Boot and Shoe Workers of Greater New York.

Referred to the Committee on Resolutions.

President Tobin announced that the convention would work under the rules of the previous convention until a report could be submitted by the Committee on Rules.

Adjourned to 9 A. M. Tuesday.

SECOND DAY—MORNING SESSION

TUESDAY, JUNE 19, 1917

The convention was called to order by President Tobin at 9 o'clock.

Absentees: O'Donnell, No. 48; Murphy, No. 38.

REPORT OF COMMITTEE ON RULES.

Delegate Brennan, Chairman of the Committee, reported as follows:

We, the undersigned Committee on Rules, submit the following report for your consideration, and recommend the same rules which governed the Buffalo Convention, as follows:

Rule 1. The convention shall be called to order at 9 A. M., adjourn at 12 noon; afternoon at 2.30 P. M., and adjourn at 5.30 P. M., except on Saturday, when the convention will adjourn at 12 noon, to convene again on Monday morning.

Rule 2. Every delegate when rising to speak shall respectfully address the chair, and when recognized by the chair shall give name of delegate and number of union, and while speaking shall confine himself to the question.

Rule 3. Should two or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule 4. No delegate shall interrupt another in his remarks, unless it be to call him to order.

Rule 5. If a delegate, while speaking, be called to order, he shall, at the request of the chair, take his seat until the question of order is determined, when, if permitted, he may proceed.

Rule 6. A delegate shall not speak more than once on the same subject or question until all who wish to speak have had an opportunity to do so, nor more than two times without permission from the convention, nor any longer than ten minutes without permission.

Rule 7. When a question is before the convention no motion shall be in order except to adjourn, to refer, for the previous question, to postpone in-

definitely, to postpone for a certain time, to divide, to amend, which motions shall severally have precedence to order herein named.

Rule 8. A motion to lay on the table shall be put without debate.

Rule 9. A motion for reconsideration cannot be received unless made by a delegate who voted in the majority, and shall require a majority vote.

Rule 10. Any delegate who may not be present to answer his name at roll call shall be marked absent by the Secretary, but in the event of being unavoidably absent shall have the privilege of reporting to the Secretary.

Rule 11. The previous question can only be put when called for by twenty-five delegates, and the roll call by a yeas and nays vote of at least twenty-five delegates.

Rule 12. All questions not herein provided for shall be decided according to Cushing's Manual.

Rule 13. That before a resolution is received by the chair, it must be written out in duplicate and sent to the committee and shall bear the signature of the delegate introducing it, with the title of his union.

Rule 14. No motion or resolution shall be finally passed without opportunity to speak being afforded the person making or introducing the same.

Rule 15. That no resolution be received after Wednesday afternoon session without unanimous consent.

Fraternally submitted,

JOHN A. BRENNAN,
Chairman,

FRANK MORIARTY,
DENNIS E. MCCARTHY,
JOS. C. PENELL,
A. M. LAWRENCE,
D. J. SULLIVAN,
ELMER E. PHINNEY,
MAX SHERMAN,
MARY NOONAN.

The report as originally submitted by the committee provided for convening the afternoon session at 2 o'clock and adjourning at 5 o'clock.

Secretary Baine moved to amend the report of the committee by changing the hours for the afternoon session to 2.30 and 5.30, owing to the distance from the hotel to the convention hall.

The amendment was adopted.

Secretary Baine also moved to amend the rules by limiting the introduction of resolutions to the Wednesday afternoon session, instead of Thursday, as recommended by the committee.

This amendment was also adopted.

The report of the committee as amended was adopted.

Delegate Kelly, Local No. 35, suggested that the proceedings of the convention be printed verbatim, or that a very much fuller report be made than has been done during the past two conventions.

Secretary Baine explained that the proceedings of the last convention were condensed in order that they might be printed in the Journal, thus allowing all the members to learn what transpires in the convention.

Delegate Kelley explained that he did not desire the verbatim report printed during the sessions of the convention, but after the close of the convention.

Delegate Lacouture, No. 100, favored the printing of verbatim proceedings of all conventions.

Delegate Brown, No. 233, approved the course followed by the General Secretary.

SUPPLEMENTAL REPORT OF COMMITTEE ON CREDENTIALIALS.

The committee recommended the seating of John F. Kenney, No. 28, Manchester, N. H., and Jonathan Veater, No. 473, Duluth, Minn.

The recommendation of the committee was adopted.

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES.

Delegate Cribben, Secretary of the Committee, reported as follows:

To the President and Delegates of the Boot and Shoe Workers' Convention:

In re Local Union No. 100 appeal case.

Your Committee on Appeals and Grievances beg to report as follows:

After a careful consideration of the evidence submitted, we are of the unanimous opinion that the action of the Credential Committee was quite correct and strictly in accordance with the Constitution. It is therefore recommended that the action of the Credential Committee be sustained.

JOHN J. LYNN,
Chairman,
THOS. LONERGAN,
MEYER RUBINSON,
STEPHEN DAVIS,
JAS. FERGUSON,
GEO. GRAFE,
WM. THOMPSON,
B. HUDSON,
ROBT. FINCH,
F. C. CRIBBEN,
*Secretary.

The report of the committee was discussed by Delegate Lacouture, No. 100; Delegate O'Brien, No. 19; Secretary Baine; Delegate Kelley, No. 35; Delegate Cohan, No. 74; Delegate Dulle, No. 68; Delegate Gleason, No. 35.

At the close of this discussion Delegate Gleason moved that Brother Brasso, of Lasters' Union, No. 100, be given the privilege of the floor to tell his story. The motion was seconded by Delegate Dulle, Chairman of the Credential Committee, and carried.

Brother Brasso made a brief statement of his case.

The question was further discussed by Delegates Reardon and Dulle, of the Credential Committee; Secretary Baine; Delegate Kelley, No. 35; Delegate Plaggenburg, No. 222; Delegate Rooney, No. 191; Delegate Lacouture, No. 100; Delegate Birner, No. 100; Delegate Bauer, No. 222, and Delegate Meade, No. 38.

Delegate Murphy, No. 357-0, moved that Brothers John A. Anderson and Jeremiah Hallinan, of Lasters' Union No. 100, be given the privilege of the floor to make a statement of their case. Adopted.

Brothers Anderson and Hallinan discussed the question briefly. The report of the committee was further discussed by Delegate Baxter, No. 1; Delegate Lacouture, No. 100, and Delegate McGaughey, No. 100.

The motion to adopt the report of the committee was carried.

President Tobin: The report of the committee is adopted. Brothers Hallinan and Anderson are seated as duly qualified delegates to this convention by reason of the adoption of the report of the Grievance Committee.

Delegate Kelley, No. 35: I move that the expenses of Brother Brasso be paid by the general organization. (Seconded.)

After a brief discussion, participated in by Delegate Kelley, No. 35; President Tobin, Secretary Baine, and Delegate Dano, No. 357-0, a motion was made by Delegate Kelley, No. 35, that the matter be referred to the General Executive Board to use their discretion.

The motion was seconded and carried.

Delegate Gleason, No. 35: Would it be in order to instruct the Resolutions Committee at this time? I think we are all aware that there is a question of vital importance, not only to the workers, but to the whole country, that is being considered to-day. I refer to the question of the food control of this nation. I believe every body of men that has been in session for the past six or seven months has expressed a desire that Congress take some action along the line of food prices. I believe this convention assembled here, after the workers of the country have displayed their loyalty in every way they have been asked to display it, ought to send word to Congress that we wish to have something done to control the food situation. I therefore move that the committee be instructed to bring in such a resolution.

President Tobin: Mr. Grant Hamilton, of the American Federation of Labor, has been asked by President Gompers to come here in his stead. He will, no doubt, deal with that question, and we can act upon it along the uniform lines suggested by the American Federation of Labor.

REPORT OF COMMITTEE ON OFFICERS' REPORTS.

Delegate Woracek, Secretary of the committee, reported as follows:

Upon the first paragraph of the report of the General Officers, in regard to combining the reports of the General President and General Secretary-Treasurer, the committee recommends concurrence.

The report of the committee was adopted unanimously.

A WORLD CRISIS.

Upon that portion of the report of the General Officers under the above caption the committee recommends concurrence.

The report of the committee was adopted.

NEED OF CONSERVATION.

Upon that portion of the report of the General Officers under the above caption the committee recommends concurrence.

The report of the committee was adopted.

LOYALTY THE WATCHWORD.

Upon that portion of the report of the General Officers under the above caption the committee recommends concurrence.

The report of the committee was adopted.

LIBERTY BONDS.

Upon that portion of the report of the General Officers under the above caption the committee recommends concurrence, and recommends that the convention instruct the General Executive Board to purchase \$50,000 of Liberty Loan Bonds in the event that another issue of bonds is offered for sale by our Government.

The report of the committee was adopted unanimously.

GENERAL POLICY.

Upon that portion of the report of the General Officers under the above caption the committee concurs and recommends that the convention reaffirm the general policy of the union.

The report of the committee was adopted unanimously.

INCREASES IN WAGES.

The committee recommends concurrence in the portion of the General Officers' report under the above caption.

The report of the committee was adopted.

THE SHORTER WORK-DAY.

The committee recommends concurrence in that portion of the report of the General Officers under the above caption.

The report of the committee was adopted.

STRIKES AND LOCKOUTS.

The committee recommends concurrence in that portion of the report of the General Officers under the above caption.

The report of the committee was adopted.

ORGANIZING.

The committee recommends concurrence in that portion of the report of the General Officers under the above caption.

The report of the committee was adopted.

CHLOROFORM SCHEMES.

The committee recommends concurrence in that portion of the report of the General Officers under the above caption.

After a brief discussion by Delegate O'Brien, No. 256; Delegate Gleason, No. 35; Delegate Kelley, No. 35, the report of the committee was adopted unanimously.

UNION STAMP.

The committee recommends concurrence in that part of the report of the General Officers under the above caption.

The report of the committee was adopted.

CONTRACT VIOLATIONS.

On that portion of the report of the General Officers under the above caption the committee reported as follows: The committee concurs in this part of the report, and further is of the opinion that contract violators are the most dangerous enemies of our union within its ranks, and we believe that such action on the part of members cannot be too strongly condemned. They are an impediment to the progress of our union, and we recommend that this convention condemn all contract violations, and that the General Officers and General Executive Board be instructed to do all in their power to stamp it out.

The recommendation of the committee was adopted unanimously.

BENEFITS.

The portion of the report of the General Officers under the above caption was concurred in by the committee.

The report of the committee was adopted unanimously.

THE JOURNAL.

The portion of the report under the above caption was concurred in by the committee.

The report of the committee was adopted.

SPECIAL LOCALS-AT-LARGE.

The portion of the report of the General Officers under the above caption was concurred in by the committee.

The report of the committee was adopted.

FINANCIAL STATEMENT.

The committee reports favorably on that portion of the report dealing with tabulations of receipts, disbursements, etc., and the recapitulation.

The report of the committee was adopted.

OUR COURSE.

Upon that portion of the report of the General Officers under the above caption the committee recommends concurrence.

The report of the committee was adopted.

REPORT OF GENERAL AUDITORS.

The committee recommends concurrence in the report of the General Auditors.

The report of the committee was adopted.

Secretary Baine read the following telegram which he had sent to Brother Walter Russell, No. 35, as instructed by the convention:

June 18, 1917.

Mr. Walter Russell,
L Street, Brockton, Mass.

The Thirteenth Convention of the Boot and Shoe Workers' Union desires to convey to Brother Walter Russell our sincere sympathy in his illness and regret for the absence of one who has been with us in our previous deliberations, and also our earnest hope for his speedy and permanent recovery.

C. L. BAINE,
Secretary.

The message was received and made part of the records of the convention.

RESOLUTION NO. 5.

By Delegate M. J. Cohan, Union No. 74.

Resolved by Joint Shoe Council No. 1, of Brockton, Mass, at its regular meeting, held June 6, 1917.

Whereas, The introduction of welfare schemes is becoming now a widespread custom among the employers of this country, and finding its way into the shoe trade; and,

Whereas, The trade union movement is the conserver and guardian

of the laborers' economic welfare; and

Whereas, Prior to the application of these welfare schemes stands the right of the worker to a living wage; therefore be it

Resolved, That the Joint Shoe Council No. 1, of Brockton, records itself in positive terms against the principle of such schemes and asserts that employers in the shoe industry would do greater service to the welfare of the home and society by distributing the best wages the industry can pay, rather than instituting schemes that are costly, and that simply operate to restrict the power of the employer in the paying of adequate wages.

Referred to Committee on Resolutions.

RESOLUTION NO. 6.

By Delegate James M. Wood, Union No. 74.

Whereas, The abnormal conditions now prevailing throughout the world have seriously affected the food supply in every country concerned with the fearful world struggle; and,

Whereas, The people of the United States are at present suffering from the manipulation of the articles of food in the interest of individuals and combinations whose sole interest in the matter is their personal aggrandizement and the acquisition of extraordinary profits; therefore be it

Resolved, That the convention of the Boot and Shoe Workers' Union now assembled at Philadelphia hereby records its opposition to the unpatriotic action of those influences in the commercial life of this country that would seek to enrich themselves while the country is at war out of the necessities of the poor; and, be it further

Resolved, That this convention petitions the President and Congress of the United States to take immediate action in the matter of conserving the food and fuel supply of this nation, and that adequate legislation be adopted to the end that unnecessary suffering in the homes of the people of this land be averted, and that the purchasing power of the wage-earner be protected for the welfare and comfort of his family.

Referred to Committee on Resolutions.

RESOLUTION No. 7.

By Delegate Francis Early, Union No. 216.

Whereas, The district attorney of San Francisco, Cal., has by most un-

fair means and manufactured evidence convicted Warren K. Billings and Thomas F. Mooney in connection with a bomb outrage and others to come to trial, therefore be it

Resolved, That this convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., June 18, 1917, do hereby emphatically condemn the action of the district attorney of San Francisco in the case of Mooney, Billings, Mrs. Mooney, Nolan, et al.

Referred to Committee on Resolutions.

RESOLUTION No. 8.

By Delegates M. G. Wolpert and Meyer Rubinson, Union No. 465.

Whereas, Since the declaration of war between our country and Germany ordinary business has decreased and at the present time many shoe workers are idle on account of these war conditions, and

Whereas, Our Government has issued orders for army shoes, and

Whereas, One of these orders was given to a concern in Brooklyn, known as Rosenwaser, which has been always opposed to union labor; therefore, be it

Resolved, That the Thirteenth Convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., 1917, hereby protest against the action of the War Department; and be it further

Resolved, To demand of our Government that all the war orders be issued to union concerns. In demanding this, we feel fully justified. As a matter of fact, during the time of war, many of our men will be fighting on the battlefields, and we are facing the time when a new class of workers will enter the factories, and it is most probable that this new element will not be in a position to protect the conditions of labor which were gained through many years of struggle. We, therefore, feel that it is our duty to protect these labor conditions, and we can best do so by having these war orders made in union factories where the employer and the workers are used to meet each other for mutual adjustments.

Referred to Committee on Resolutions.

RESOLUTION No. 9.

By Delegate W. M. Steele, Union No. 256.

Change in Constitution:

Sec. 51, change the words one-third to two-fifths.

Sec. 52, change the words two-fifths to three-fifths.

Referred to Committee on Constitution.

APPEAL OF JAMES H. RYERSON.

General President John F. Tobin and Members of the Boot and Shoe Workers' Union in convention assembled:

I, James H. Ryerson, a member-at-large of the Boot and Shoe Workers' Union of Brockton, Mass., hereby give you notice that I appeal from the decision of the General Executive Board of the Boot and Shoe Workers' Union, which decision was given as a result of charges preferred by Joseph E. Lacouture against me, held at Brockton, January 11, 1917, a committee from said board consisting of Vice-President Collis Lovely, Brothers Warren Hatch and Emmet T. Wallis; and I assign the following reasons and submit the following facts, both of which are verified by my oath hereto subjoined.

First, I depose and state that on December 21, 1916, I received a letter from General President John F. Tobin that Brother Joseph E. Lacouture had preferred charges against me which were in substance that I had defamed his character, had made false accusations and had uttered slanderous remarks concerning Brother Lacouture; in said communication no date was assigned for the trial to be based upon said charges.

I immediately wrote to General President John F. Tobin, requesting that Brother Lacouture be compelled to specify more particularly the charges preferred.

Some time afterwards I received a letter from General President Tobin stating that my request for specifications was denied. On the evening of January 9, 1917, I received a notification in Brockton from Boston, post-

marked the 8th of January, 1917, at 4 P. M., assigning the 11th of January, 1917, as the date of trial.

I immediately wrote President Tobin asking postponement, stating that witnesses resided in surrounding towns, and further stating that the time given for preparing proper evidence was not sufficient. On January 11, 1917, the date of the trial, I received a notification denying my request for postponement. On January 11, 1917, the trial was held before the members above stated and, as a penalty, I was transferred to a membership-at-large.

I claim an appeal from the finding of said board and assign for cause the following:

First—That sufficient time was not given for preparing a proper defense.

Second—That the statements made by me against Brother Lacouture, alleged to be slanderous, false and defamatory to his character, were true statements of facts, which I can prove if allowed the opportunity.

Third—That even if said facts were not true, or only partially true, the remarks concerning Brother Lacouture were made before the meeting of the Lasters' Local No. 100, and were made without malice and only for the honest purpose of remedying what I believe to be a serious condition in the affairs of the local.

Therefore, I ask that the matter be reopened and that a new trial be granted.

(Signed) JAMES H. RYERSON.

Subscribed and sworn to before me this 11th day of June, 1917.

(Signed) MAURICE J. MURPHY,
Notary Public.

Referred to Committee on Appeals and Grievances.

At 11.30 the convention was adjourned to 2.30 P. M.

AFTERNOON SESSION

The convention was called to order by President Tobin at 2.30 P. M.

Absentees: Kane, No. 31; Kiley, No. 122.

REPORT OF COMMITTEE ON RESOLUTIONS.

Delegate Douglas, secretary of the committee, reported as follows:

RESOLUTION No. 1.

By Delegate M. G. Wolpert, Union No. 465.

Whereas, Equal Suffrage between the sexes is one of the inherent principles of democracy, and one for which all organized labor stands, and

Whereas, We believe that before America can successfully prosecute a fight for world democracy she must first establish a democracy within her own boundaries by enfranchising her women; and

Whereas, We believe that it is dangerous to the conservation of our resources, the safety of labor and the

welfare of the American people to leave our women disfranchised during the period of the war; and

Whereas, When women assume the burden of the war they must be given adequate means of protection; and

Whereas, Suffrage by the States is slow and uncertain; therefore, be it

Resolved, That we do call upon the Congress of the United States to submit to the several States for ratification at the earliest possible time an amendment to the Constitution of the United States enfranchising the American women; and be it further

Resolved, That a copy of this resolution be sent to each of the Pennsylvania Senators and Representatives in Congress.

The committee reported concurrence, and recommended reaffirmation of the position taken by previous conventions.

The report of the committee was adopted.

RESOLUTION No. 2.

By Delegate N. L. Birner, Union No. 100.

To the Provisional Government of Russia, and the Council of Workmen and Soldiers:

We, the delegates to the Convention of the Boot and Shoe Workers' Union, assembled in Moose Hall, in the City of Philadelphia, Pa., U. S. A., are sending to you our congratulations and expression of joy over the downfall of the bloody autocracy of Russia.

We also wish you success in your efforts to establish a free republic.

May you continue to progress and be an inspiration to the other democracies of the world.

The committee recommended concurrence.

The recommendation of the committee was adopted.

RESOLUTION No. 4.

By Delegate M. G. Wolpert, Union No. 465.

Whereas, It has been the practice of the General Board not to allow any strikes to be called in a factory unless all workers have previously joined the organization, and

Whereas, In many instances workers who have joined our ranks were discriminated against and rendered breadless and our local was helpless to come to their assistance because not all workers in their respective shops have yet joined our local, and

since the calling of a strike in such shops would be contrary to the rules laid down by the General Board, and

Whereas, We found that such rule was detrimental to the preservation and growth of our union, therefore be it

Resolved, That the Thirteenth Convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., in 1917, instruct the General Executive Board to discontinue the above mentioned rule and thereby enable the complete and effective organization of the Boot and Shoe Workers of Greater New York.

The committee recommended that the resolution be referred to the General Executive Board for action.

The report of the committee was adopted.

RESOLUTION No. 8.

By Delegates M. G. Wolpert and Meyer Rubinson, Union No. 465.

Whereas, Since the declaration of war between our country and Germany ordinary business has decreased and at the present time many shoe workers are idle on account of these war conditions, and

Whereas, Our Government has issued orders for army shoes, and

Whereas, One of these orders was given to a concern in Brooklyn, known as Rosenwaser, which has been always opposed to union labor; therefore, be it

Resolved, That the Thirteenth Convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., 1917, hereby protest against the action of the War Department; and be it further

Resolved, To demand of our Government that all the war orders be issued to union concerns. In demanding this, we feel fully justified. As a matter of fact, during the time of war, many of our men will be fighting on the battlefields, and we are facing the time when a new class of workers will enter the factories, and it is most probable that this new element will not be in a position to protect the conditions of labor which were gained through many years of struggle. We, therefore, feel that it is our duty to protect these labor conditions, and we can best do so by having these war orders made in union factories where the employer and the workers are used to meet each other for mutual adjustments.

The committee concurred in the resolution and recommended that the

General Executive Board use its influence in securing contracts for union shops.

President Tobin: The General Union has already taken action along that line, and has already secured contracts for union shops.

Delegate Mary Anderson, No. 94: At the last convention of the National Women's Trade Union League a resolution was passed that a committee call upon Secretary of War Baker and Secretary of Labor Wilson, and submit to them the matter of Government contracts. Not only in the shoe trade have the contracts been given to non-union manufacturers, but in many other trades.

In New York city, in the garment making industry, there are 50,000 people idle and Government contracts are going to the tenement districts where home work is done.

The shoe contracts are given largely to the nonunion manufacturers. The so-called "spill-over" was given to the union manufacturers because the others have had enough and could not make those shoes.

Yesterday we called on Secretary of War Baker and had about half an hour's talk with him. He assured us that from now on the shoe contracts would go to the union manufacturers, and that he would put an expert on the war contracts and find out how they really were let. When we realize that we have on the Board to award contracts, such men as Mr. Julius Rosenwald, of the Sears-Roebuck Company, Chicago, and Mr. McElwain, of the McElwain Company, we can readily understand where they will go.

Secretary Baker said that from now on we will have no complaint to make, because he will see that these contracts will be given to union firms. He said heretofore they had been given to the lowest bidder, but there was a clause to provide for conservation of the health of the workers and that this would be taken into consideration.

I am sure if we keep this work up and the General Executive Board will send a communication to Secretary Baker he will do all in his power to place these contracts with the union manufacturers.

President Tobin: The chair would suggest that as there are other resolutions on this subject the resolution now under consideration might be recommitted to the committee so they may bring in a comprehensive report.

The resolution was recommitted to the committee.

President Tobin: A week or two ago I extended an urgent invitation to President Gompers to visit our convention if he could possibly spare the time, but, unfortunately, he is so busy he could not come. We are fortunate, however, in having in his place Mr. Grant Hamilton, General Organizer of the American Federation of Labor, whom I take pleasure in introducing.

ADDRESS OF MR. GRANT HAMILTON.

Mr. Chairman and Delegates to the Boot and Shoe Workers' Convention—I bring to you the fraternal greetings of the American Federation of Labor. During the period I have been connected with the American Federation of Labor I think I have had as large an acquaintance with the representatives of the shoe workers and with the shoe workers themselves and have been interested in their welfare as much as any other organization in the American Federation of Labor. Perhaps it is because of the good looks and splendid dispositions of your officers; perhaps it is their congeniality—and it may be something else; I don't know. However, it has been my privilege during the last few weeks to say a few words and perform some service for the Boot and Shoe Workers' Union with reference to the contracts of the United States Government for army and navy shoes.

In this crisis—and it is a crisis—only a very small per cent. of our people really understand the position we now occupy, or understand what confronts us as a nation. The chances are that inside of a year or a year and a half there will probably be on the battlefields of France 2,000,000, 2,500,000 or, perhaps, 3,000,000 American soldiers. Those of you who have read the history of the movements of working people and understand the tremendous burdens which they have been compelled to bear in former wars can get some slight conception of what it means to withdraw that tremendous number of people from industry and send them to a foreign country.

I never become disheartened—I am not a pessimist—but I feel that the entire labor movement of this country must wake up. There is no group in society that is more loyal, that will perform better service than the organized labor movement; but the em-

ployers of this country are less patriotic and have less concern in the welfare of our country than any other group of society in it. There is one fact in particular I want to point out, and that is that women are being placed in industries that are unsuited to them, and there is no necessity at the present time for placing them in those industries. There are thousands of men and women idle at the present moment who could perform service, and there should be no change in the attitude of organized labor from its former standards. If I could speak and act for the entire labor movement I would say that the conditions which organized labor now enjoys should not be lowered under any circumstances whatever; that if we are fighting for liberty and democracy, the liberty and democracy enjoyed to-day by the men and women in the labor movement must be retained by them.

We are confronted by a conflict, and this Government has committed the citizenship of America to a certain course. As a citizen of this country I must do my share to carry out the policy inaugurated by the Government to which I owe allegiance. That does not mean, however, that the organized labor movement should shoulder all the responsibilities of this contest. A conscription law has been passed which selects men between certain ages as defenders of this country; and I want to call your attention to the fact that, while they have conscripted men, they have not as yet conscripted any property.

There was passed by Congress a law authorizing a bond issue of five billions of dollars and two billions of short time notes, bearing $3\frac{1}{2}$ per cent. interest, and with the specific provision that if prior to December 31, 1918, there should be necessity for a further bond issue at a higher rate of interest, then the seven billion dollar issue should take the higher rate. I think I can assure you that before that time there will be another bond issue carrying a higher rate. I appreciate the fact that with the tremendous sums necessary to carry on a great war there must some time elapse before the machinery of taxation is set in motion whereby these funds can be raised, but I am of the opinion—and I think the organized labor movement should give its strength and force to the idea—that this war in large part should be paid for by the taxation of wealth and not come out of the pockets and the sweat of the working people.

There is one measure pending at the present time that I desire to speak of specifically—the Lever Food Bill. Representatives of the American Federation of Labor have had two or three conferences with Mr. Hoover and a few of his associates. We have discussed quite thoroughly the plans which Mr. Hoover has and the machinery provided in the Lever Bill. I think you understand that it is an exceedingly difficult matter to frame a bill that will be acceptable to everybody; in fact, it is an impossibility; but the main features of the Lever Bill appealed to us as being at least a partial remedy for the prevailing high prices, and if enacted into law it can be made an instrument to keep down excessive prices.

There is really no provision which gives power to any one as a food dictator; it simply creates machinery that can be taken advantage of. For instance, the President is authorized under this bill to guarantee to the producers of certain foodstuffs a minimum price for their products. The guarantee will be made for a non-perishable product that can be stored should there be a surplus. There is no danger, however, of a surplus, especially in the cities. The estimated needs of the Allies during this year is one billion bushels of grain. The American surplus will be only about six hundred million bushels. There is a deficit of four hundred million bushels of grain. It has been suggested that under the provisions of the Lever Bill the Government will be empowered to take charge of the terminal elevators and will be able to guarantee to the millers a certain price, or within a small radius of that price, for the grain to be ground, and so on down the line. With several more staple commodities handled in the same way it is believed that the sympathetic influence that will be felt by the other commodities, together with local regulations which the States, counties and cities will put into effect, will have a deterrent effect against exorbitant prices.

At the present time food products in England are 98 per cent. higher than they were prior to the war; in this country they are approximately 48 per cent. higher than they were before the war. There is a very intense desire on the part of the Agricultural Department and all the departments of the Government to stimulate production. In traveling over the country it is plain to be seen that there has been a large acreage planted this year, far in excess of for-

mer years. The American Federation of Labor has endorsed the Lever Bill and has sent out notices to all our affiliated unions asking them to send letters and telegrams to their senators and congressmen to support the Lever Bill.

I am of the opinion that under the present circumstances the food problem should be dealt with by the passage of the Lever Bill before July 1; that is, before the grain gets into the hands of speculators, and the most important thing organized labor can do is to urge the passage of that bill. I hope this convention will lend its influence to the passage of the Lever Bill.

May I say this in conclusion: There is no occasion in times of war for a reduction of wages. There are more reasons why they should be raised, and if I were a shoe worker I should stand like adamant against any reduction in my wages or the conditions which obtain in the industry now; and if a favorable opportunity presented itself I should attempt to better my condition, even though there be war in the land.

President Tobin: I desire to say to Brother Hamilton that we want him to convey to President Gompers our appreciation for sending to this convention such an able representative of the American Federation of Labor, and we thank Brother Hamilton for the words of wisdom he has given us.

I am sure the Committee on Resolutions will take advantage of the information he has given us in framing a resolution asking the Government to provide a plan that will bring about reasonable prices for food products.

Vice-President Lovely: I feel certain that a resolution such as outlined by Mr. Hamilton will be submitted to this convention. I would like to have some information on another phase of the Lever Bill. Mr. Hamilton has given us the information required as to the provision for the minimum rate to be established by the President. So far as I am concerned I am not so much interested in that phase of it; I have no fear that we will ever be able to buy our products too cheaply; but it has seemed to me that the bill should be amended to provide for a maximum in order to prohibit a higher rate than the general conditions justify. I would like to have Mr. Hamilton enlighten our convention as to what, if anything, has been done in the matter of a maximum price.

Mr. Hamilton: In all the countries of the world, at one time or another, and in some of the countries during this war, there has been an effort made to fix a maximum price above which food products should not be sold. So far as our information goes that effort has been a failure. The plan here is not so much of a drastic method of fixing a maximum price for food, but rather a plan to control the food production at its source and eliminate the links in the chain of distribution, so that there is not so great a distance from the actual producer to the consumer. For instance, if the Government takes the wheat at the terminal elevators it controls the wheat production of this country; if it guarantees the producer a certain price, then the Government knows the price it can guarantee to the millers. The millers' association agreed with the officials of the Government that they desire only a certain per cent. above the cost of the raw grain. With that state of affairs existing we are protected under the regulations almost as well as though we had a maximum price.

The establishment of a maximum price is a very difficult thing and has always proved a failure. The idea behind all this is that we must get away from compulsion as much as possible because of the sentiment of the people. Our labor movement is against compulsion. We should not like to have the Government fix our wages; we rebel against it in private employment; we want to have a voice in that ourselves. As labor men we must be very careful not to have our own toes trodden on. I think that with the machinery of distribution, with the system of control, the Government, controlling the terminal elevators, can set the price at which the farmer will grow the grain, it will set the price at which the millers will get it, and the millers have agreed to accept a certain per cent.—and not very large—of profit in selling their flour.

When wheat is two dollars a bushels there ought to be nine-dollar flour in New York. Wheat is now under two dollars a bushel and yet flour is thirteen and fourteen dollars in New York. Under the machinery of this law, with the agreements reached, there should not be over ten-dollar flour in New York at the present price of wheat.

Delegate Lacouture, No. 100: While listening to the representative of the American Federation of Labor I noticed a statement in regard to the

food dictator, Mr. Hoover. All the reports we have seen in our newspapers seem to dwell on one point, and that is telling our women folks how to live on rice instead of potatoes—in other words, trying to make Chinamen of the white race. I want to know if the power of the food dictator is to be employed in advising our working people how cheaply they can live. Would it not be well to recommend to our Government a way to protect the lives of the working people who are endeavoring to do their bit in upholding the Government in this contest? We feel that something more should be done. I believe that the labor movement throughout the country has done more than its share. When the conscription act was passed it conscripted a large part of our industrial men. We should have had something stronger from the Government than to tell us to buy up Liberty Bonds. When the Liberty Bonds were coming through our district some of our men were told that in order to hold their jobs and protect themselves they would be compelled to buy those bonds. Those men were receiving just barely enough in their pay envelopes to keep body and soul together, with the price they were paying for the necessities of life.

Labor should make itself understood in stronger terms than it has. I am of a radical nature, but I want that radicalism to be guided by intelligence. If the Government wants to conscript our industrial workers, wealth should also be conscripted. In our district we have been up against it. Some of our men are walking the streets to-day. There are great big posters that appeal to the laboring men to do their share, to do their bit. We are willing to do it, but we haven't had an opportunity up to this time. We therefore want the Government to conserve the backbone of the nation, the common people, the working people.

Delegate Brown, No. 233: What control will the Government have over the flour when it gets in the hands of the wholesalers and retailers that sell it to the working people?

Mr. Hamilton: The Government will have control of the terminal elevators and it will have an agreement with the millers that they will receive their grain at a certain price, and the price at which they will sell their flour. That will control the price to the consumer.

It is an exceedingly difficult thing to give a fair and reasonable price to the

producer of the grain and at the same time sell it at a low price to the consumer. It is a very delicate commercial operation, and when you study the question you will find it isn't so easy as it looks, and you must have a care. Suppose, for instance, it is to my interest as a consumer to buy grain as cheap as I can, but the producer says he will not grow this grain unless he gets a certain price. What are you going to do in that case? You have got to have a price high enough to the producer to stimulate production, and when you stimulate production you have to take care of the consumer, but there must be a weighing of the situation on both sides. In all probability errors will be committed, as there are in the settlement of any human problem, but the effort is being made in this country before the great stress comes to try out these plans.

I want to again emphasize this fact: It is quite natural for men to say, "Let us fix this price by law," "Let us do this by law," or, "Let us do the other thing by law," but when laboring people apply that logic to their own situation they don't like it, and there are some things we have to guard against. God knows there is going to be enough compulsion in the present crisis and we must have a care that our people be left some freedom for the purpose of pursuing their normal activities.

The bill is not perfect; there are some who object to it because it does not fix a maximum price; and then comes the other argument by the farmer and the producer of food stuffs that they will not raise these food stuffs for sale unless they get their prices.

President Tobin: Delegate Lacouture's criticism of Director Hoover and his advice to eat rice instead of potatoes is hardly correct. There is a greater food value in rice than in potatoes. While most people like potatoes and can eat them three times a day, rice is also a very palatable dish, regardless of whether the Chinese eat it or not, and it is their almost exclusive diet.

Delegate Lovely, No. 25: My question was not in any way a criticism of anything Brother Hamilton said. I asked the question with a view to bringing out the actual facts, knowing that Brother Hamilton has been engaged in unearthing these facts, and for the purpose of placing before this convention information that will enable us to adopt a resolution, not along radical lines, but along lines that will be of benefit to the working

people as a whole. I was anxious to know if any consideration had been given to the question of maximum price, or whether some influence could be brought to bear to regulate the profits.

I have had some little experience with wheat and flour. I was unfortunate enough at one time in my life to operate a bakeshop for four years and my information differs a little from that of Brother Hamilton. I bought thousands of barrels of flour and during that time I knew just what I would have to pay for it by keeping posted on the price of wheat. Five bushels of wheat was always considered a barrel of flour, including the miller's profit. If there can be anything done to keep the profits of the middleman from going too high we ought to act along that line. Already agents are going through the country buying up the wheat crop, and not only that, but other crops that are just being put in the ground. This dealing in futures is what raises the cost to the consumer more than any other factor in the selling price.

Delegate Meade, No. 38: I think this convention might very well give a little of its time to this most important problem here this afternoon. The convention will deal with certain phases of this question before it adjourns; in fact, a resolution has already found its way into the hands of the Committee on Resolutions, seeking to accomplish the very thing questions have been asked about this afternoon.

I do not believe there is actual need of a food dictator in this country, but there is need of a group of men whose business it will be to watch the crops, to watch the activities of those men that are at the present time seeking an option in order later to control the markets and then fix prices to suit themselves. One of the means by which our ends may be accomplished is publicity. All through the country to-day there is a feeling that there is patriotism in some corners and a lack of patriotism in others. Public sentiment can be made to work so that those men who do not respond to their duty—and duty is the question of the hour—will realize the force of public sentiment that is brought to bear upon them.

I think we ought to take this attitude in a labor convention: We ought to be all done with the complaining proposition, we ought to be done with the idea that as long as we do something that should be gratuitous on our

part we are doing something for the Government and consequently the Government is under obligation to us. That frame of mind is wrong, it does not express the right position of the working people of this country and we ought to condemn it wherever it is heard. We are prating a great deal about democracy. If democracy means anything it means government in which the people will rule. There is no denying the fact that the people of the United States, in its popular sense at least, constitute the working people of the country and that by a great majority they make up this democracy we are pointing to for the oppressed people of the earth to follow.

In democracy there are duties and obligations, just as there are rights and privileges. I hold that the working people of this country in subscribing to Liberty Bonds simply did their duty and nobody owes them thanks for it. When we realize that it is our duty and our privilege and our right to do these things, instead of trying to make ourselves believe we are conferring a favor upon someone else, we shall have arisen to the level of true democracy. All through our district the working people subscribed for Liberty Loan Bonds freely and generously. I regret that there should have been anything said in this convention to make it appear that the people of Massachusetts suffered anything like compulsion in the matter.

I heard the statement here this afternoon, and I heard it in our central labor body a week ago, that a foreman in a certain factory approached the men and insinuated that it might be well for them to buy Liberty Bonds, that it would be to their advantage to do so. I do not want it understood for a minute that the people in our part of the country, whether they are working people or employers, subscribed to that sentiment to any appreciable extent. The reverse is true. There were employers of labor in our locality who formed committees from the various departments and put the matter of canvassing for the Liberty Bonds in their hands entirely. Because one foreman exceeded his authority and exceeded ordinary judgment we must not be guilty of snap judgment on our own part and hold that up as the general condition in Massachusetts or in southeastern Massachusetts, because it is not true. One of the very difficult things to do in the movement we are engaged in is to make an absolutely true statement. The easiest thing to do is to make a statement that borders very

close to something extravagant or something beyond the real scope of the situation.

I say that our working people should subscribe to the Liberty Bonds, should support the Government and earn their right to the privileges they claim. If they pursue this policy they will be simply keeping the traditions of the past, because it is true the great burdens of the war will rest upon the shoulders of the working people; but it is equally true that the great burden of sustaining a democracy, the great burden of preserving the liberties and the rights of the people have always rested upon the shoulders of the same working class who must shoulder their responsibilities in times of emergency.

The resolutions that have been introduced to this convention are resolutions of protest. They ask the President of the United States and Congress to find a way to remedy conditions. They look to the authorities of this country to devise some means to take from the backs of the working people of the country the load they are carrying in the person of the stock manipulator, in the person of the jobber, and in the person of the man in business who lacks patriotism and who lacks appreciation of his own responsibility.

Our resolutions simply ask that the Government seek to sift out those influences and expose them to the light of day. We have found some solution of the tariff question, although it was said we would never do so. If it is possible for our Government to find some solution of the other questions, it will be just as easy to find some safe and sane means to safeguard people in industry, and at the same time give to the employers a fair and equitable profit, to offset all the influence they may exercise in putting an unfair, unjust and despotic tax on the people in the shape of an increased price of commodities.

The little nations of Europe, with Denmark in the front rank, have already stopped this speculation and restored normal conditions as far as that could be done in the present disturbed condition of Europe. If Denmark could do it without a food dictator, with a committee watching the cost of staple articles of food, the United States can do it. If Congress is in earnest in this matter a means will be devised and methods will be adopted to protect the homes and the families of the working people of the United States.

Delegate Birner, No. 100, read a carefully prepared address dealing with economic and sociological questions, but not pertaining to the subject introduced by Mr. Hamilton, and discussed by the other delegates.

Secretary Baine: I want to ascertain the wishes of the convention in connection with the discussion this afternoon. Will it please the convention to have the speeches published as nearly verbatim as possible, and the paper of Delegate Birner taken up as a separate subject at some other time? If it is satisfactory to the convention, that course will be followed.

RESOLUTION No. 10.

By Delegates Joseph E. Lacouture and Richard J. McGaughey, Union No. 100.

In view of the fact that at the convention of June, 1915, a committee of three was to be appointed by the General Executive Board to consider the appeal of Thomas H. Fair, of Local No. 100, and

In view of the fact that this committee considered such case without giving him a hearing, and

In view of the fact that we believe this committee misconstrued the intent of the motion of John P. Meade, be it

Resolved, That this convention review the acts of this committee; and be it further

Resolved, That the case be again reopened by this convention.

Referred to the Committee of Appeals and Grievances.

RESOLUTION No. 11.

By Delegate Daniel J. Sullivan, Union No. 103.

Resolved, That organizers be sent into the State of New Hampshire to arouse interest among the shoe workers for organization in the Boot and Shoe Workers' Union so that conditions may be improved and prices increased.

Referred to the Committee on Organization.

RESOLUTION No. 12.

By Delegate Joseph E. Woracek, Union No. 90.

Whereas, From time to time the local unions and general union find

the accumulation of old and used cash books burdensome, and

Whereas, It occurs that the union has a complete and accurate method of auditing accounts, which delivers to our membership an assurance of the accuracy of our accounts, and

Whereas, the aforementioned are good and sufficient reasons to permit of the disposition of the cash books after a certain period of time; therefore, be it

Resolved, That this convention decide to permit the local unions to destroy the used cash books after same are three years old, and to permit the General Secretary-Treasurer to destroy the duplicate cash sheets after same are six years old.

Referred to the Committee on Resolutions.

Adjourned until 9 A. M. Wednesday.

THIRD DAY—MORNING SESSION

WEDNESDAY, JUNE 20, 1917

The convention was called to order by President Tobin at 9 o'clock A. M. Absentee: Kane (31).

Secretary Baine read the following telegrams, which were made part of the records of the convention:

Washington, D. C., June 19, 1917.

John F. Tobin, President Boot and Shoe Workers' Convention, Philadelphia, Pa.

In behalf of the American Federation of Labor I extend fraternal greetings to the officers and delegates of your organization in convention assembled and express the sincere wish for a successful convention.

FRANK MORRISON.

Secretary American Federation of Labor.

New York, N. Y., June 19, 1917.

Boot and Shoe Workers' Convention, Philadelphia, Pa.

The United Hebrew Trades of New York send their hearty greeting to your thirteenth biennial convention. May your great strivings for the welfare of men working in the boot and shoe industry meet with great success.

UNITED HEBREW TRADES,
M. Feinstone, Sec.

Louisville, Ky., June 15, 1917.

To Officers and Delegates, Mr. C. L. Baine, Secretary, Boot and Shoe Workers' Union, Philadelphia, Pa.

Greeting: Being unable to attend your convention in person, the Tobacco Workers' International Union extend to you their fraternal greetings for a harmonious and successful convention, and hope that your deliberations will be beneficial to the organization you represent. Also enclose a resolution of the Tobacco Workers' International Union, which we kindly ask your favorable consideration and adoption.

Fraternaly yours,

A. McANDREW,
International President.

REPORT OF COMMITTEE ON RESOLUTIONS.

Delegate Douglas, Secretary of the Committee, reported as follows:

RESOLUTION No. 7:

By Delegate Francis Early, Union No. 216.

Whereas, The district attorney of San Francisco, Cal., has by most unfair means and manufactured evidence convicted Warren K. Billings and Thomas F. Mooney in connection with a bomb outrage and others to come to trial, therefore be it

Resolved, That this convention of the Boot and Shoe Workers' Union, held in Philadelphia, Pa., June 18, 1917, do hereby emphatically condemn the action of the district attorney of San Francisco in the case of Mooney, Billings, Mrs. Mooney, Nolan, et al.

The committee recommended concurrence.

Delegate Wolpert, No. 465, made a brief statement in regard to the San Francisco case, and moved as an amendment to the report of the committee that \$300 be donated to the Mooney Defense Fund. (Seconded.)

Delegate Behrend, No. 160, moved as an amendment to the amendment that the amount donated be \$500. (Seconded.)

(Delegate Wolpert withdrew his amendment in favor of the amendment offered by Delegate Behrend.

The amendment of Delegate Behrend was adopted and the report of the committee was adopted as amended.

RESOLUTION No. 5.

By Delegate M. J. Cohan, Union No. 74.

Resolved by Joint Shoe Council No. 1, of Brockton, Mass., at its regular meeting, held June 6, 1917.

Whereas, The introduction of welfare schemes is becoming now a widespread custom among the employers of this country, and finding its way into the shoe trade; and,

Whereas, The trade union movement is the conservor and guardian of the laborers' economic welfare; and

Whereas, Prior to the application of these welfare schemes stands the right of the worker to a living wage; therefore be it

Resolved, That the Joint Shoe Council, No. 1, of Brockton, records itself in positive terms against the principle of such schemes and asserts that employers in the shoe industry would do greater service to the welfare of the home and society by distributing the best wages the industry can pay, rather than instituting schemes that are costly, and that simply operate to restrict the power of the employer in the paying of adequate wages.

The committee reported concurrence and recommended the adoption of the resolution.

Action on the resolution was deferred after a brief statement by Delegate Kelley, No. 35, to allow an amendment suggested by him to be put in proper form.

RESOLUTION No. 6.

By Delegate James M. Wood, Union No. 74.

Whereas, The abnormal conditions now prevailing throughout the world have seriously affected the food supply in every country concerned with the fearful world struggle; and,

Whereas, The people of the United States are at present suffering from the manipulation of the articles of food in the interest of individuals and combinations whose sole interest in the matter is their personal aggrandizement and the acquisition of extraordinary profits; therefore be it

Resolved, That the convention of the Boot and Shoe Workers' Union now assembled at Philadelphia hereby records its opposition to the unpatriotic action of those influences in the commercial life of this country that would seek to enrich themselves while the country is at war out of the necessities of the poor; and, be it further

Resolved, That this convention petitions the President and Congress of the United States to take immediate action in the matter of conserving the food and fuel supply of this nation, and that adequate legislation be adopted to the end that unnecessary suffering in the homes of the people of this land be averted, and that the purchasing power of the wage-earner be protected for the welfare and comfort of his family.

Delegate Meade, chairman of the committee, stated that the Committee on Resolutions had under consideration a resolution dealing with the subject matter of Mr. Grant Hamilton's address, but that it dealt with a different phase of the question and the adoption of Resolution No. 6 would in no way conflict with it.

After a brief discussion by Delegate Heckman, No. 6, Delegate Plaggenburg, No. 222, and Delegate Lacouture, No. 100, the report of the committee was adopted.

Delegate Alger, No. 20, moved that the Secretary be directed to extend a vote of thanks to the Loyal Order of Moose for the excellent entertainment provided for the ladies and delegates in Moose Hall Sunday evening. (Adopted unanimously.)

Delegate Flood moved that the convention adjourn at 10 o'clock, to reconvene at 2.30. (Seconded.)

Delegate Dullea, No. 205, moved as an amendment that when the convention adjourns it be to 9 o'clock Thursday morning.

The motion was declared not in order at that time.

After a brief discussion by Delegate Dullea, No. 205, Delegate Holmes, No. 229, and Secretary Baine, the motion offered by Delegate Flood was lost.

Delegate Holmes, No. 229, moved that when the convention adjourns, it be to 9 o'clock Thursday morning. (Seconded and carried.)

RESOLUTION No. 13.

By Delegate Mary Anderson, Union No. 94.

Whereas, Our government wishes to give its war contracts to those employers maintaining the highest industrial standards; and

Whereas, As workers we find that some of these contracts have been given to known exploiters of labor; and

Whereas, The Department of Labor at Washington has no power to make inspections of industrial plants, and the government therefore is in no position to control such employers, although a corresponding power of control is vested in the Children's Bureau and the Public Health Service, and in the Department of War; therefore, be it

Resolved, That the delegates to the Thirteenth Convention of the Boot and Shoe Workers' Union ask Congress to enact such legislation as will give full power to the Department of Labor to

make inspection of all industrial plants handling government contracts, and be it further

Resolved, That because of the great increase of women workers, women as well as men inspectors be employed.

Referred to the Committee on Resolutions.

RESOLUTION No. 14.

By Delegate, John J. Sullivan, Union No. 37.

Resolved, That this convention go on record in favor of complete independence for Ireland, and that we send to Washington urging the United States Government to request the complete independence of Ireland.

JOHN J. SULLIVAN,
JOHN E. SULLIVAN,
MICHAEL J. COHAN,
JOHN P. MEADE,
JAMES M. WOOD,
EMMET T. WALLS,
EUGENE J. SMITH,
T. F. SMITH,
JAMES H. KELLEY,
JOHN A. BRENNAN.

Referred to the Committee on Resolutions.

RESOLUTION No. 15.

By Delegate Geo. Behrend, Union No. 160.

To amend Section 98 of the Constitution to read as follows:

Suspended members may be reinstated by payment of four dollars (\$4.00) reinstatement fee and payment of any assessment or fine specified in the foregoing section, but shall not be eligible to sick or death benefits until they have been twelve (12) months continuously in good standing.

Referred to the Committee on Constitution.

RESOLUTION No. 16.

By Delegates Joseph E. Lacouture, No. 100, and Meyer Rubinson, No. 465.

Whereas, This organization is composed of various nationalities and many of them are not familiar with the English language and therefore unable to understand the policy of this union, and

Whereas, It is the sacred duty of every organization, and particularly an organization of workers, to educate its members, and

Whereas, The best way of education is to have our members read and study our Constitution, and

Whereas, A great number of our members are of the Jewish, Italian and Lithuanian nationalities; be it

Resolved, That this convention direct the General Secretary-Treasurer to have our Constitution printed in the Jewish, Italian and Lithuanian languages.

Referred to the Committee on Resolutions.

RESOLUTION No. 17.

By Delegate Chas. Schuermann, Local No. 25.

Amendment to the Constitution:

Any member reaching the age of sixty (60) years who has been a member in good standing for twenty-five (25) consecutive years shall be exempt from further payment of dues and entitled to full benefit.

This shall not apply to salaried officers of the general or local unions.

Referred to the Committee on Constitution.

RESOLUTION No. 18.

By Delegates John W. Le Roy, Ida Kelley, Union No. 154-0.

To the Delegates of the Thirteenth Convention of the B. S. W.:

Resolved, That the charter shall be reissued to the membership of the Stickers' Local No. 154-0 in Brockton, Mass.

ROSE BRADY,
LILLIAN F. GRADY,
ALICE CARR,
GRACE RENN,
LIZZIE R. GORMLEY.

Referred to the Committee on Organization.

RESOLUTION No. 19.

By Delegate Max Sherman, Union No. 155.

Resolution:

Whereas, We have a large number of Jewish-speaking members who desire to have the Boot and Shoe Workers' Constitution translated in Yiddish, so as to give them a clear and thorough knowledge of their rights, power, duty and obligations, in order to avoid misunderstandings and conflicts with the progress and welfare of our general union, and

Whereas, The object of the Boot and Shoe Workers' Union as an institution is to educate the members; therefore be it

Resolved, That the Boot and Shoe Workers' Constitution be printed in

Yiddish, which will strengthen the tie that binds us together.

Referred to the Committee on Resolutions.

RESOLUTION No. 20.

By Delegate Charles L. Baine, Union-at-Large.

Amend Section 36 of the Constitution, under the caption "Local By-Laws," by adding the words "and are approved by the General Executive Board."

Referred to the Committee on Constitution.

RESOLUTION No. 21.

By Delegate N. L. Birner, Union No. 100.

Whereas, It has been the practice of shoe manufacturers, in a dispute of wages, to remove certain grades of shoes or all grades of shoes from one locality to another; be it

Resolved, That the General Executive Board demand the union stamp or have the manufacturer surrender the same.

Referred to Committee on Resolutions.

RESOLUTION No. 22.

By Delegate C. A. Kelly, Union No. 35.

Amendment to Section 62 of the Constitution:

Amend by striking out "\$100.00" in the second paragraph and inserting "\$200.00," and adding "and for five years' continuous good standing \$300.00 shall be paid," so that it will read, as amended:

Should the member have been two years continuously in good standing two hundred dollars (\$200.00) benefit shall be paid, and for five years' continuous good standing three hundred dollars (\$300.00) benefit shall be paid.

Referred to the Committee on Constitution.

RESOLUTION No. 23.

By Delegates Fred W. Bauer and Joseph Young, Union No. 222.

To amend the Constitution by striking out Sections 10, 11, 12, 13 and 14, and inserting the following sections:

Section 1. These General Officers, General Executive Board and General Auditors of the Boot and Shoe Workers' Union shall be elected annually by popular vote. The candidate re-

ceiving the largest number of votes shall be declared elected. Any shoe worker who has been an active member in continuous good standing for one year, who is not a member of any independent union shall be eligible as a candidate for any office in this union.

The term of office shall be for two years and shall alternate as follows: The General President, General Vice-President and four members of the General Executive Board shall at the election of 1915 be elected for two years, and the General Secretary-Treasurer and four members of the General Executive Board shall be elected for one year. Thereafter election shall take place annually for two years' term.

The four candidates of the General Executive Board receiving the highest number of votes at the election of 1915 shall serve two years.

Three Auditors shall be elected in 1915, the candidate receiving the highest vote to serve for three years, the second highest for two years and the third highest for one year. No member shall be a candidate to succeed himself. One member to be elected each year thereafter to serve a full three years' term. No person contracting bills through the General Office shall be eligible to serve as a General Auditor.

Section 2. Each local union shall nominate by secret ballot at the first meeting in June one candidate for each office to be filed, and the local Corresponding Secretary shall, within 48 hours, notify each nominee, also notify the Secretary-Treasurer of the full list of nominees of the local union. The five candidates who shall have received the nomination of the largest number of unions shall be the nominees that are eligible to election, provided, however, that no more than three candidates for the General Executive Board shall be from the same State or province.

The General Secretary-Treasurer shall publish in the issue of the Journal succeeding the nominations the names of all members who have been nominated for office, together with the names and numbers of the unions making the nominations, separating the eligible from the ineligible.

Section 3. At 12 M. precisely on the 10th day of July the General Secretary-Treasurer shall close the nominations, and any nominations received after that time shall not be considered.

Section 4. Within ten days after the close of nominations the General

Secretary-Treasurer shall forward to each nominee notice of nomination. Nominees on receipt of notice of nomination shall within ten days notify the General Secretary-Treasurer of acceptance of nomination, to be eligible as a candidate.

Section 5. Within sixty days after the close of nominations the General Secretary-Treasurer shall forward to each local union and membership at large sufficient ballots with name of candidates, precedence upon the ballot being given to candidates having the greatest number of nominations. These ballots shall be forwarded to local unions at least ten days before election. He shall also furnish two sample ballots marked "sample ballot" to each local union.

Section 6. Three members of each local union shall be elected inspectors of election to receive, sort, count and report the votes. Where there are more than 300 members in a local, six inspectors shall be elected.

The General Officers shall appoint inspectors to receive, sort, count and report the votes of the members-at-large.

Section 7. The inspectors of election of local unions shall place the sample ballot in a conspicuous place in room or hall where the votes are cast.

Members are prohibited from marking on any ballot, in any manner whatsoever, to indicate how any other members may, or shall vote, or prepare, in any way or manner, the ballot of any other member.

Any member guilty of violation of this provision shall be fined \$10 for each offense.

Section 8. The inspectors of election shall place the vote cast, together with their record of the result, signed in their own hand, and their register list in one bundle and securely close and seal the same, and within 48 hours from the close of the polls forward by parcel post.

At the same time that the votes, records of results and register list are returned, all unused and mutilated ballots shall also be returned, but under separate cover.

Section 9. Balloting in local unions for officers of the General Union shall take place on the second Thursday in October, between the hours of 12 M. and 9 P. M., and shall not be permitted in factories where members are employed. The ballots to be in charge of local inspectors of election and not to be given to members until the polls

are declared open. Members shall vote for one candidate for General President, General Vice-President and General Secretary-Treasurer.

For members of the General Executive Board, members shall vote for four; not more than three shall be from the same State or province. For General Auditors members shall vote for one.

Section 10. Each local Financial Secretary shall send notice of election at least three days previous to date of election to his membership.

Section 11. A member desiring to vote shall present his or her membership book to the inspector of election, and shall vote in secrecy; then shall be checked on register list. The member's book shall be stamped as having voted.

The Financial Secretaries shall submit to each Board of Inspectors, not more than three days prior to election, the names and register number of members in good standing, arranged alphabetically. Members voting more than once at any election of international officers within a given year shall be fined \$25.

A member whose right to vote is challenged may vote subject to later action by the inspectors, providing, however, that the challenged member signed his name on back of ballot.

Section 12. The General Secretary-Treasurer shall furnish each local union with three return blanks, one shall be retained by the local union, one returned to the General Inspectors of Election and one returned to the General Secretary-Treasurer. Each blank shall be filled out in exact duplicate of each other and shall contain a truthful report of election in that local union.

The local inspectors of election in the presence of each other shall be in charge of these blanks and return the same at the time of forwarding the votes. The inspectors shall be held responsible for the mailing of the election returns.

The bundle containing ballots, etc., shall be addressed to the General Inspectors of Election in care of the General Secretary-Treasurer.

Section 13. Any inspector of election who shall make any false returns of votes or falsify the returns, or any member of any board of inspectors responsible for failure to forward the ballots, etc., to the General Inspectors of Election, in the manner and within the time in this article prescribed, shall be fined the sum of \$50, and any

inspectors of election who shall aid or abet shall also be fined the sum of \$50.

Section 14. When election returns are received by the General Secretary-Treasurer, he shall carefully preserve the same intact (in the condition received by him) and hand them over to the General Inspectors of Election. Failure to do so shall subject him to impeachment or removal from office.

Section 15. Any member of the General Inspectors of Election who shall aid or abet falsely declaring the results of election of international officers shall be expelled from the International Union and not permitted to readmission for a term of five years from date of expulsion, and shall forever be debarred from holding any office in the International Union.

Section 16. During August the General Executive Board shall choose three Joint Shoe Councils, which Joint Shoe Councils shall elect by written ballot one member in good standing who is not a candidate for any national office, to serve as General Inspector of Election. Each Joint Shoe Council so selected shall notify the General Secretary-Treasurer of the name and address of the member elected.

Section 17. The General Inspectors of Election shall meet at headquarters of the General Union at 10 o'clock A. M. the Monday after election, and in the presence of each other open the bundles containing the votes, etc., and proceed to count the ballots, and on the second Monday after election they shall declare the ballots closed at 4 o'clock P. M., ascertain and verify the result of the election, and they shall at once prepare a report of the same to be submitted to the local unions by the General Secretary-Treasurer.

They shall place all votes, etc., together with copy of their report, in a box, which shall be closed and sealed by them and kept at headquarters, subject to orders of the General Union.

The report of the General Inspectors shall be forwarded to local unions within ten days after the result is announced.

Any candidate may demand and receive a recount upon the petition of one Joint Council or five local unions, provided such petition is presented within thirty days after announcement of the General Inspectors of Election.

All candidates may have one representative present during recount of the ballots.

Should the voting result in a tie, then the General Secretary-Treasurer shall issue a second ballot containing the names receiving the highest equal number of votes.

Section 18. All officers shall be installed by mail and take office on the first of the month succeeding the completion of the election.

In case the election results in changing any financial officer, his accounts shall be audited.

Delegates to the American Federation of Labor.

Section 19. The General President, by virtue of his office, shall be a delegate to the A. F. of L. The other delegates shall be elected for a term of one year at each election.

Referred to the Committee on Constitution.

RESOLUTION No. 24.

By Delegate C. L. Baine, Union-at-Large.

Whereas, It is an assured fact that the union label is one of the most potent factors for the advancement of the most vital interests of the membership of our trade-union movement, and by which we are enabled to help each other in discriminating between union and non-union made products when purchasing commodities for our daily needs, and

Whereas, The Tobacco Workers' International Union, having a union label, is seeking a wider demand for tobacco, cigarettes and snuff bearing the union label; therefore be it

Resolved, That it is the sense of the Boot and Shoe Workers' Union, in convention assembled in Philadelphia, Pa., June 18, 1917, that inasmuch as union-labeled tobacco, cigarettes and snuff of the best qualities are marketed in parcels that come within the reach of all consumers, and easily accessible to all purchasers, they should receive a larger share of the purchasing power of union men and their friends, and be it further

Resolved, That it is the consensus of opinion of the delegates attending this convention that the practice of demanding the union label on our purchases has heretofore not given the results we have a right to expect. In view of this condition we give a renewed expression of our fealty to our cause and pledge our effort to creating a more extended demand for union-labeled tobaccos, cigarettes and snuff, thereby employing union men and women working in the tobacco industry.

Referred to the Committee on Labels.

RESOLUTION No. 25.

By Delegate Richard McGaughey, Union No. 100.

Resolved, That the following be added to Section 21 of the Constitution:

Specimen ballots to differ in color from that of the legal ballot used in the election may be posted in the factories under the jurisdiction of the local holding election and in the office of said local. No specimen ballot shall be posted at the place of election during election.

RICHARD J. MCGAUGHEY,
JOSEPH E. LACOUTURE,
JOSEPH DAOUST,
JOSEPH POKRAKA.

Referred to Committee on Constitution.

RESOLUTION No. 26.

By Delegate John Ustupas, Union No. 100.

Whereas, It is the belief of the membership generally that the foreign-speaking element of our organization is to a great extent swayed in its opinions because of a lack of clear understanding of matters pertaining to the welfare of our union, and

Whereas, This must be more or less true because of the fact that but a very small percentage of said element attend the meetings of the various locals, and

Whereas, If meetings were to be held at which their own language was spoken, a very much greater proportion of them would attend and thus gain much greater knowledge of the aims and intentions of our organization; therefore be it

Resolved, That this convention take such action as will permit of this arrangement without offense to the general organization.

Referred to the Committee on Resolutions.

RESOLUTION No. 27.

By Delegate H. P. Chesley, Local 239.

Change in constitution:

Section 57, last paragraph, to strike out the words:

"Except when ordered away by a physician acceptable to the General Secretary-Treasurer," and substituting the words, "except with permission from the General Secretary-Treasurer on recommendation of a physician."

Referred to the Committee on Constitution.

RESOLUTION No. 28.

By Delegate J. H. Sloan, Union No. 25.

Whereas, We, the delegates assembled in the Thirteenth Convention of Boot and Shoe Workers' Union in Philadelphia, Pa., do hereby pledge our loyalty and support to our respective Governments—namely, the United States and Canada—involved in the world crisis for democracy and liberty,

Resolved, That we put forth all earnest endeavor to have all our brothers of foreign birth become citizens of our respective nations, so that our organization may become more effective and harmoniously solidified in unity and strength.

Referred to the Committee on Resolutions.

RESOLUTION No. 29.

By Delegate Jos. E. Woracek, Union No. 90.

Whereas, During the present war crisis there appears to be many perplexing problems with which we must deal, and

Whereas, The least of these is not the labor problem, and

Whereas, There is evidence of a desire on the part of certain employers to place girls and women on boys' and men's jobs, and

Whereas, At the present time there appears to be no foundation for any such change in the conduct of our business; therefore be it

Resolved, By this convention, That we place ourselves on record as being unalterably opposed to the feminine sex being placed on the jobs properly under the jurisdiction of the men until such time as in the wisdom of the local unions or Joint Councils, acting in conjunction with the General Officers, there is need for the introduction of women into departments now occupied by men; and be it further

Resolved, That in the event that it becomes necessary to replace the men with women as a war measure, then it shall be done in accordance with the well-established practice of our union—that of demanding equal pay for equal work, regardless of sex.

Referred to the Committee on Resolutions.

RESOLUTION No. 30.

By Delegate F. C. Cribben, Union No. 233.

Amendment to Section 5:

By striking out \$3,500 from the last paragraph and inserting \$4,000; section to read: "He shall be paid four thousand dollars (\$4,000) per annum and all legitimate expenses."

Amendment to Section 6:

By striking out \$2,500 from the last three lines and inserting \$3,000; section to read: "He shall be paid at the rate of three thousand dollars (\$3,000) per annum and all legitimate expenses."

Amendment to Section 7:

By striking out \$3,500 from the last paragraph and inserting \$4,000; section to read: "He shall be paid four thousand dollars (\$4,000) per annum and all legitimate expenses."

Referred to the Committee on Constitution.

RESOLUTION No. 31.

By Delegate N. L. Birner, Union No. 100.

Whereas, It is common knowledge that many foremen in charge of departments in stamp factories have more or less antipathy to dealing with the duly accredited representatives of our unions, and

Whereas, Because of this feeling on their part, they take a belligerent attitude towards our members and their representatives, shop committee, etc.; therefore be it

Resolved, That this convention before it adjourns, either by contractual statement or constitutional amendment, define as definitely as possible to what extent the foremen or other representatives of the employer have to deal individually with our members, and to what extent they shall be required to deal with the official representatives of our members without evil results to those so acting who are subject to the authority of said people in charge.

Referred to the Committee on Resolutions.

RESOLUTION No. 32.

By Delegate Charles L. Baine, Union at-Large.

Amend Section 7 of the Constitution, under the caption "General Secretary-Treasurer," by striking out the words "give bond for ten thousand dollars (\$10,000) satisfactory to the General Executive Board," and insert the words "give bond for twenty thousand dollars (\$20,000) satisfactory to the General Executive Board."

Amend the third paragraph of Section 8 of the Constitution, under the caption "General Executive Board," by striking out the words "said Board shall jointly require satisfactory bonds in the sum of ten thousand dollars (\$10,000) from the General Secretary-Treasurer," and insert the words "said Board shall jointly require satisfactory bonds in the sum of twenty thousand dollars (\$20,000) from the General Secretary-Treasurer."

Referred to the Committee on Constitution.

RESOLUTION No. 33.

By Delegate Charles L. Baine, Union at-Large.

Amend Section 8 of the Constitution, under the caption "General Executive Board," by striking out the words "quarterly detailed reports" and insert the words "semi-annual detailed reports."

Referred to the Committee on Constitution.

RESOLUTION No. 34.

By Delegate Charles L. Baine, Union-at-Large.

Amend Section 36 of the Constitution, under the caption "Local By-Laws" by adding the words "and are approved by the General Executive Board."

Referred to the Committee on Constitution.

At 10 o'clock the convention adjourned until 9 A. M. Thursday.

FOURTH DAY—MORNING SESSION

THURSDAY, JUNE 21, 1917

The convention was called to order by President Tobin at 9 o'clock A. M.
Absentee: Kane, 31.

Mr. Hugh J. Glover, General Agent of the United Hatters of North America, was introduced by President Tobin. Mr. Glover conveyed to the convention the fraternal greetings of the United Hatters of North America, spoke briefly but eloquently on the question of patronizing the label, dwelling particularly upon the fact that straw hats for both men's and women's wear can now be obtained with the union label. In closing he described the condition of the Danbury Hatters, whose homes are being sold to satisfy a judgment obtained by hat manufacturers, under the decision handed down by the United States Supreme Court. He stated that while funds had been raised in response to an appeal by the American Federation of Labor to reimburse the members whose homes would be sold, there was not nearly sufficient to cover the amount needed, and asked that all organizations that had not as yet donated to that fund do so as soon as possible.

REPORT OF COMMITTEE ON CONSTITUTION

Delegate Martindale, Secretary of the Committee, reported as follows:

RESOLUTION No. 9.

By Delegate W. M. Steele, Union No. 256.

Change in Constitution:

Sec. 51, change the words one-third to two-fifths.

Sec. 52, change the words two-fifths to three-fifths.

The committee recommended non-concurrence.

The recommendation of the committee was adopted.

RESOLUTION No. 34.

By Delegate Charles L. Baine, Union-at-Large.

Amend Section 36 of the Constitution, under the caption "Local By-Laws" by adding the words "and are approved by the General Executive Board."

The committee recommended concurrence.

The report of the committee was adopted.

RESOLUTION No. 32.

By Delegate Charles L. Baine, Union-at-Large.

Amend Section 7 of the Constitution, under the caption "General Secretary-Treasurer," by striking out the words "give bond for ten thousand dollars (\$10,000) satisfactory to the General Executive Board," and insert the words "give bond for twenty thousand dollars (\$20,000) satisfactory to the General Executive Board."

Amend the third paragraph of Section 8 of the Constitution, under the caption "General Executive Board," by striking out the words "said Board shall jointly require satisfactory bonds in the sum of ten thousand dollars (\$10,000) from the General Secretary-Treasurer," and insert the words "said Board shall jointly require satisfactory bonds in the sum of twenty thousand dollars (\$20,000) from the General Secretary-Treasurer."

The committee recommended concurrence.

Secretary Baine: There are two amendments in this resolution, one to increase the funds available under the signature of the General Secretary-Treasurer and the other to increase the bond. There have been times during the last year when \$10,000 was insufficient for the general business of our union. If this convention should stay over until next week it would be necessary for us to open up some of our closed accounts, and possibly in some instances lose interest. The union has come to the time when \$10,000 is not sufficient for a daily balance. By increasing the bond the union is safeguarding its funds just the same as under the present arrangement.

The report of the committee was adopted unanimously.

RESOLUTION No. 27.

By Delegate H. P. Chesley, Local 289.

Change in Constitution:

Section 57, last paragraph, to strike out the words:

"Except when ordered away by a physician acceptable to the General

Secretary-Treasurer," and substituting the words, "except with permission from the General Secretary-Treasurer on recommendation of a physician."

The committee recommended concurrence.

The recommendation of the committee was adopted.

RESOLUTION No. 22.

By Delegate C. A. Kelly, Union No. 35.

Amendment to Section 62 of the Constitution:

Amend by striking out "\$100.00" in the second paragraph and inserting "\$200.00" and adding "and for five years' continuous good standing \$300.00 shall be paid," so that it will read, as amended:

Should the member have been two years continuously in good standing two hundred dollars (\$200.00) benefit shall be paid, and for five years' continuous good standing three hundred dollars (\$300.00) benefit shall be paid.

The committee recommended non-concurrence.

Delegates Kelley, No. 35, opposed the recommendation of the committee and spoke in favor of the adoption of the resolution. He argued that members who have been in continuous good standing for a period of years should receive a larger benefit than those who have recently become members. He contended that a larger benefit would tend to induce members to remain in the organization, and that on the basis of the present number of deaths yearly it would not require more than \$30,000 additional to pay the increased benefits, while the organization had increased its finances during the past year in the sum of \$90,000.

Secretary Baine favored the recommendation of the committee. He stated that his understanding of a trade union had always been that it was organized for the purpose of securing more wages and better conditions for its members. He asserted that a number of international unions are at the present time paying more attention to the question of benefits than they are to the question of raising wages and improving conditions for their members, and for that reason are not making the progress they might otherwise make. He stated that while it was true the funds of the organization had been increased during the past year, at any time within the next six months or the

next year, if the war continued, a situation might arise that would make it necessary for the organization to use all the funds now in the treasury.

Delegate Yoblunko, No. 93, opposed the adoption of the resolution. He stated that many organizations with larger membership than the Boot and Shoe Workers did not pay either sick or death benefits, although their dues are larger. He favored maintaining the present scale of benefits.

Delegate Quinn, No. 35, spoke in favor of the resolution. He believed that higher benefits would result in keeping the membership in good standing, thus increasing the revenues sufficiently to meet any additional sum that would be paid in death benefits.

Delegate Behrend, No. 160, stated that he felt it would be dangerous for the organization to increase the benefits at this time, when the money might be needed for other purposes.

Delegate Flood, No. 35, spoke in favor of adopting the resolution and opposed the recommendation of the committee. He referred to large benefits paid by other organizations out of dues no higher than those paid by the Boot and Shoe Workers' members. He argued that higher death benefits would tend to keep the members more closely attached to the organization.

Delegate O'Dell, No. 232, spoke in support of the recommendation of the committee. He discussed briefly the system or benefits and dues maintained by other organizations, and stated that some of them were trying to reorganize their affairs to take care of the liabilities incurred by the payment of large benefits. He spoke also of the war in which the United States is entering, and urged that the funds in the treasury be conserved as much as possible in order to protect the hours and wages of the members.

Delegate Brown, No. 233, stated that he felt to adopt the resolution would be very detrimental to the organization.

Delegate Mulvey, No. 19, opposed the recommendation of the committee and urged the adoption of the resolution. He referred to the number of suspended members in various parts of the country, and contended that many of them would have retained membership if higher benefits were paid.

Delegate Robinson, No. 465, opposed the resolution and stated that the members generally did not want the Boot and Shoe Workers' Union turned into a fraternal organization.

Delegate Smith, No. 74, stated that he was heartily in accord with the proposition contained in the resolution.

Delegate McCracken, No. 125, desired to go on record as opposing the resolution. He stated that he would oppose any proposition that would give larger benefits to a member who had been in the organization for a term of years than to the member who had recently joined.

Delegate Prout, No. 222, discussed the question in a general way, giving details of the amount of benefits paid by other organizations and the amount of dues. He opposed changing the present system of benefits, and urged that the money could better be spent for the members while they are living, in the way of improving their conditions and raising their wages.

Delegate Williams, No. 11, a member of the committee, defended the report and opposed the adoption of the resolution. He stated that the Boot and Shoe Workers' Union paid higher benefits and gave more protection to its members for the amount of dues than any institution of which he had any knowledge.

Delegate Walsh, No. 35, urged that the convention go on record in favor of the resolution.

Delegate Lovely, No. 25, spoke in favor of the recommendation of the committee and opposed the proposition contained in the resolution. He discussed at some length the amount of benefits paid and the rate of dues received by a number of other organizations. He stated that with the increase of the average age of the membership some of the organizations that had been paying very high benefits were on the verge of bankruptcy as a result of that system.

Delegate Guiffre, No. 489, objected to making a life insurance company out of an organization that was intended primarily to benefit the industrial conditions of the workers. He argued that members who wished to provide for large burial funds could do so by joining insurance or fraternal organizations established for that purpose.

Delegate Hackett, No. 238, stated that he felt he would not be working in the interest of the membership he represented if he did not oppose anything that might lead to the levying of extra assessments.

Delegate Gleason, No. 35, urged the adoption of the resolution. He con-

tended that if the organization could begin to pay the present rate of death benefits immediately after the adoption of 25 cents dues, when there was very little money in the treasury, it could easily pay at least \$200 death benefits at a time when there was a very large amount of money in the treasury. He stated that the raising of the benefit to the amount asked for in the resolution would not interfere with the purposes for which the union was organized, raising wages and improving conditions, but would tend to keep the membership more closely attached to the organization.

At the close of his argument Delegate Gleason moved as an amendment that the matter be recommitted to the committee, with the suggestion that they provide for at least \$200 death benefit, to be paid after a certain number of years continuous membership. Seconded.

Delegate James, No. 281, opposed the motion to recommit. He stated that the committee had carefully considered the proposition, and had brought in a unanimous report against raising the death benefits. He contended that organizations that emphasized the question of benefits, and spent more money for that purpose than in raising the wages and improving the conditions of the members had not been as successful as those who had pursued a policy similar to that of the Boot and Shoe Workers' Union.

The motion to recommit was lost.

Delegate Kelley, No. 35, again spoke at length in favor of the resolution and in opposition to the recommendation of the committee. He stated that he did not feel the plan proposed in the resolution would make any great inroad on the treasury, but if it did the General Executive Board might be given power to regulate that matter, and if necessary reduce the benefits to the present figures.

Secretary Baine spoke in opposition to the plan proposed by Delegate Kelley.

Delegate Gifford, No. 69, suggested that if the convention did not see fit to increase the benefits, at least the General Executive Board ought to be instructed to make an investigation of the entire matter and report to the next convention.

Upon motion of Delegate Dulles, No. 205, debate was closed.

Delegate Saunders, No. 35, moved

that a roll call be taken on the report of the committee. Roll call was ordered, with the following result:

AYES—Baine, 0; O'Hare, 0; Baxter, 1; Hall, Morgan, Lovering, Heckman, 6; Hoyt, Williams, 11; Marrer, 13; Tobin, Martindale, 15; Clinton, Goddard, O'Brien, 19; Rice, 20; Richard, A. A., Richard, Ed., 21; Lovely, Baker, Sloan, Burch, Lawrence, Hammond, Knepper, Schuerman, 25; McMillan, 26; Ashley, 27; Kenney, Paquette, Perreault, 28; Scannell, 30; Foskett, 32; Reardon, Davis, Dineen, 40; Schaeffer, Logie, 46; Gorman, Parker, Gallagher, O'Donnell, Caplice, Morrissey, 48; Orr, 50; Colongelo, Agnew, 51; Lonergan, Peare, 53; McNanamy, Kelleher, 59; Dulle, Grafe, Wiechman, Wettler, Hilgeman, Hamilton, Byrne, 68; O'Neill, Richmond, 78; Skinner, Fountain, 88; Woracek, Kruse, Scheibal, 90; Yoblunko, 93; Anderson, 94; Maynard, 99; Hallinan, Anderson, 100; Reardon, Samson, 108; Walls, Brennan, 111; Burrell, Pelisser, 122; McCracken, 125; Roach, 133; Sheppard, 136; Conway, 137; Barnes, Connell, McCarthy, Sullivan, 143; Hopping, 148; Murphy, 150; Hatch, 154-0; Sherman, Berg, 155; Meyers, 159; Gillen, Behrend, Finkelstein, 160; Gouin, 161; James, 163; Vogel, 166; Gonet, Herlihy, 174; Haley, 180; Goldstein, 196; McNeill, 201; Lovett, Dullea, 205; Wade, Schmidt, Pence, 210; Bianco, 212; Early, 216; Plaggenburg, Prout, 222; Hyland, 227; Hudson, 228; Cook, Holmes, Beasley, McFarland, Dunn, Lisotte, Connolly, 229; O'Dell, 232; Brown, Cribben, 233; Derry, 234; Ferguson, Hackett, Xavier, 238; McCarthy, Mooney, 243; Rokes, Penell, 244; Lesperance, Stebin, 249; Grant, Steele, 256; Lalime, Demers, 257; Carle, Savard, Thibault, 266; Barney, O'Connell, 268; Cahill, 272; Noonan, Linehan, 275; Upton, O'Donnell, Sellig, McGeary, 278-0; James, 281; Sorenson, 282; Mathews, Provencher, 285; Cook, Duquette, 287; Chesley, 289; Bell, 295; Sundvahl, 298; Bruecks, 305; Healy, 308; Cartwright, Drage, 330; Stretch, Dolan, Roche, Noonan, Davis, Jonak, Lawlor, 338; Lynn, Abbott, 341; Howard, Cole, Cassidy, 345; Baumann, 351; Nyquist, 356; Tobin, Fountain, Dano, Murphy, Thompson, Berry, Denley, 357-0; Cook, Durost, 362; Mackey, Finch, 371; Polt, 377; Benzel, 378; O'Neill, 380; Legant, 384; Schafer, 405; Lentz, 411; Gove, 419; Gagnon, Leclerc, 428; Rieger, 444; Knight, 453; Robinson, Wolpert, 465; Langdon, 468; Cramer, Goode, 469; O'Coin, Edmonds, 471; Bellefeuille, 472; Veater, 473; Guiffre, 489; Nuzzo, 512—208 votes.

NAYS—Healey, McMullen, 1; Goodman, 2; Mulvey, 19; Alger, Fuller, Sanford, Rogers, McCluskey, 20; Cormier, 26; Douglas, McGrail, 31; Kelley, Gleason, Flood, Kirvin, Manning, Saunders, Quinn, Walsh, Clarke 35; Morarity, Sullivan, D. F., Sullivan, John E., Sullivan, John J., 37; Meade, Farrell, Dalton, Murphy, Sweeney, O'Connell, 38; Kirby, 40; Ryan, Jones, 48; Gifford, Hatch, 69; Cohan, Duncan, Kearns, Martin, McCormick, Perrier, Smith, Wood, 74; Lacouture, Pokraka, Birner, McGaughey, Ustupas, Daoust, 100; Sullivan, Sweeney, 103; Kelley, Collins, 111; Jennings, Ledoux, Gedin, 119; Kiley, 122; Arnold, 135; Caffrey, Brady, Caffrey, A., Duffy, Carr, Grady, LeRoy, Renn, Nolan, Kelley, Sweeney, Gormley, 154-0; April, McKillick, 174; Penwell, Rooney, 191; Lowe, 210; Bauer, Young, 222; O'Brien, 256; McCarthy, Lee, Feeney, MacLean, Smith, 365; Donahue, Kane, Hickey, Hart, Kelleher, 371; Lambert, Smith, 397—91 votes.

Report of committee adopted 208 to 91.

RESOLUTION No. 25.

By Delegate Richard McGaughey, Union No. 100.

Resolved, That the following be added to Section 21 of the Constitution:

Specimen ballots to differ in color from that of the legal ballot used in the election may be posted in the factories under the jurisdiction of the local holding election and in the office of said local. No specimen ballot shall be posted at the place of election during election.

RICHARD J. MCGAUGHEY,
JOSEPH E. LACOUTURE,
JOSEPH DAOUST,
JOSEPH POKRAKA,

The committee recommended non-currence.

Delegate Lacouture, No. 100, opposed the report of the committee and urged the adoption of the resolution. He referred to the large number of members in the local union he represented who could not speak or understand the English language and were not able to vote intelligently without the aid of a sample ballot from which to learn the names of the candidates in order that they might make inquiries concerning their qualifications. He stated that that system has been practiced by many local unions in the past and still prevails in some locals, and is entirely satisfactory to the members.

Delegate McGaughey, No. 100, stated that the object in introducing the resolution was to enable members to learn something about the different candidates who are nominated either as officers or delegates. He stated that unless some such system is adopted a great many members will vote for only one or two men they know, that they will refrain from voting for other candidates or merely select those at the head of the list.

Delegate O'Brien, No. 256, spoke in favor of the amendment suggested in the resolution. He argued that a sample ballot, printed on paper of a different color from the regular ballot and approved by the local, posted up in the different factories and in the headquarters would enable all the members to become familiar with the names of the different candidates; also that it would do away with some of the slate-making now practiced in certain local unions.

Delegate Barnes, No. 143; stated that sample ballots had been used in his local ever since he had been a member of it, both in the elections for delegates to the conventions and in the elections of officers, and no protest had been made against the practice.

Delegate Lovely, No. 25, opposed the resolution and favored the report of the committee. He stated, in reply to the previous speaker, that if the practice were continued it would lead to more flagrant abuses of the election laws than were mentioned in the discussion on the first day of the convention in regard to seating delegates, and that it would not prevent slate-making. He stated that the committee was unanimous in reporting adversely on the amendment and expressed the hope that the committee's report would be sustained by an almost unanimous vote of the convention.

Delegate Yoblunko, No. 93, favored the recommendation of the committee. He stated that the use of a sample ballot would be clearly in violation of Section 21, which provided that no circulars, cards or other printed matter should be used by candidates in their campaigns for election.

Delegate Ustupas, No. 100, contended that the use of a sample ballot would be quite as proper in an election in a labor organization as to allow people to go to the polling place and ask members to vote for them. He referred to the latitude allowed in such

matters in Federal and State elections, although no advertising could be used or any electioneering done within a certain distance from the voting place.

Delegate Gleason, No. 35, urged the adoption of the resolution. He stated that the members of a local would have no difficulty in conducting the election where there were only two or three candidates, but in a local of 1,300 members with thirty-four candidates on the ballot, and possibly fourteen or fifteen to be elected as delegates, it would be very difficult for the members to discover the qualifications of the candidates without some such help.

Delegate Maynard, No. 99, opposed the report of the committee. He stated that the laws of the United States and of the various States give voters the privilege of having such ballots and it was not fair or just to prevent labor organizations from following the same plan. He stated there would be nothing in the sample ballot to influence the minds of the members either for or against any candidate.

Delegate Quinn, No. 35, favored the adoption of the resolution. He referred to the fact that in Massachusetts delegates-at-large to a constitutional convention had been nominated, that sixteen such delegates were to be elected, and lists had been printed and the voters asked to study them. He urged that locals be allowed to have sample ballots printed for the benefit of the members who do not speak the English language.

Delegate Bauer, No. 222, stated that the membership he represented is composed of many nationalities and the locals should have the privilege of printing a list to inform them of the names of candidates.

Delegate O'Brien, No. 256, contended that the printing of a sample ballot would not be in violation of any section in the present constitution, and stated that he had never heard of any decision being rendered by the General Executive Board in regard to the sample ballots; that the local he represented had been using such sample ballots and did not know that they had violated the constitution in doing so.

The report of the Committee on Resolution No. 25 was still under discussion at 12 o'clock. The convention was adjourned at that hour to 2.30 P. M.

AFTERNOON SESSION

The convention was called to order by President Tobin at 2.30 P. M.

Absentee: Kane, 31.

Mrs. Mary Thompson, representing the Philadelphia Women's Trade Union League, was introduced by President Tobin, and conveyed to the delegates the fraternal greetings of that organization. She extended a cordial invitation to all the delegates who desired to do so to visit the league headquarters at 248 South Eighth street. Mrs. Thompson gave a brief account of the work of the league in organizing women in the ladies' tailoring, dress-making and other trades where women have been working for long hours at very low wages. She stated that in one industry where the league has been organizing workers into their trade unions the women had been working very long hours for low wages, the overtime work including nights and Sundays, but within the last few weeks they had obtained agreements with a number of shops providing for a fifty-hour week, time and a-half to be paid for overtime, the overtime not to exceed three hours a week, one hour each on three different days, no Sunday work, and Saturday half holiday.

Discussion on the report of the committee on Resolution No. 25 was resumed.

Delegate Woracek, No. 90, asked for a ruling from the chair in regard to the pending amendment to the constitution. He referred to the section of the constitution which provides that no funds of a local union can be expended for election purposes. He asked if the use of sample ballots would not conflict with that section.

President Tobin stated that the matter was in the hands of the convention to dispose of; that the convention could amend the constitution or not amend it as the delegates saw fit.

Delegate Lacouture, No. 100, again discussed the question and urged the adoption of the resolution.

Secretary Balne, replying to an inquiry by Delegate O'Brien, said in part: The General Executive Board has never passed upon this question. On at least three different occasions secretaries of local unions in Massachusetts have requested me to advise them whether or not specimen ballots could be used. I told them it was my

opinion that if specimen ballots were printed and circulated, or if they were posted outside of the election place, the use of those ballots might bring about a protest which would undoubtedly be supported by the General Board. What I have in mind is that if we permit this resolution to go through it will permit the inspectors of elections to issue specimen ballots; in other words, there will be ballots in circulation, even if they are on different colored paper, prior to the election. The use of such ballots may cause protests and appeals and take up two or three days of the time of the next convention.

Delegate Anderson, Local 100; urged the adoption of the resolution. He contended that many of the members he represented were handicapped because of inability to understand English, and made a plea for the use of the sample ballot to enable them to learn something about the various candidates. He stated that the matter would be well safe-guarded if it was left in the hands of the local unions to have the ballots printed and posted in the proper places.

Delegate Plaggenburg, No. 222, expressed the opinion that the use of specimen ballots would not be a violation of the constitution if the local union ordered the printing and distribution of such ballots. He discussed briefly the manner in which elections had been conducted in the Cincinnati locals prior to the 1913 convention and the manner in which they had been conducted since that time. He believed in the honesty and intelligence of the members and expressed the opinion that no candidate would be wronged by the use of the specimen ballot.

President Tobin: The legislation which we now have in the constitution is not directed against locals that conduct their elections fairly, which, so far as I know, has always been the practice in Cincinnati, but it has not always been the practice in some of the other places.

Delegate Kane, No. 371, stated that, in his opinion, to have sample ballots printed containing nothing but the names of the candidates would not be a violation of the constitution, but that such a system would enable members who do not attend meetings regularly and who do not understand the Eng-

lish language to gain some knowledge of the candidates they are to vote for.

Delegate McGaughey, No. 100, referred to the practice of having the names of candidates printed in newspapers, and argued that it would be a better plan to have the list printed under the direction of the local union and posted in various places for the information of the members.

Delegate Kelley, No. 35, asked if it would be proper for the locals to send out circulars announcing the date of the election and giving the names of the candidates.

President Tobin: If you print an announcement that an election is to take place on a certain date and do not publish the names of the candidates, that would be proper; but if you publish the names of the candidates and say the election will take place on a certain date those newspapers could be used as circulars in the factories. It is illegal to publish the names of the candidates in a paper, no matter where it is done.

Delegate O'Brien, No. 19, favored the report of the committee.

Delegate Martindale, No. 15, in discussing the question, said in part: This constitutional provision was enacted because of conditions which existed in this organization. You will notice there has been a more honest expression since the constitution has been enforced; but every once in a while dishonesty crops up and measures have to be taken to eliminate it. The proposed amendment simply makes provision for a constitutional evasion of the constitution; it puts into the constitution something which gives you a right to evade the provisions of the constitution. This ballot asked for in the resolution could be placed in all the factories, could be placed in your headquarters, and good work could be done in the factories for certain candidates. That would nullify the constitution you have made heretofore, even though you allow the present provision to remain in the constitution. I believe this amendment should not be inserted in the constitution, and I hope the report of the committee will be endorsed by this convention.

Delegate Birner, No. 100, opposed the report of the committee and urged the adoption of the resolution. He asked the delegates to at least give it a trial, and if it did not work out satisfactorily it could be abandoned in the next convention.

A roll call was ordered, with the following result:

AYES—Baine, O'Hare, 0; Baxter, 1; Hall, Morgan, Lovering, Heckman, 6; Hoyt, Williams, 11; Marrer, 13; Tobin, Martindale, 15; Clinton, Mulvey, O'Brien, 19; Lovely, Baker, Sloan, Burch, Lawrence, Hammond, Knepper, Schuerman, 25; Cormier, 26; Ashley, 27; Scanneh, 30; Meade, 38; Reardon, Davis, Dineen, 40; Schaeffer, Logie, 46; Gorman, Parker, Gallagher, O'Donnell, Caplice, Morrissey, 48; Orr, 50; Agnew, 51; Loneragan, Peare, 53; McManamy, Kelleher, 59; Dulle, Grafe, Wiechman, Weitler, Hilgeman, Hamilton, Byrne, 68; Wood, 74; O'Neill, Richmond, 78; Skinner, Fountain, 88; Woracek, 90; Yoblunko, 93; Anderson, 94; Hallinan, 100; Reardon, Samson, 108; Walls, Brennan, 111; Ledoux, 119; Burrell, Pellissier, 122; McCracken, 125; Roach, 133; Arnold, 135; Sheppard, 136; Conway, 137; Hopping, 148; Murphy, 150; Hatch, 154-0; Sherman, Berg, 155; Meyers, 159; Gillen, Behrend, Finkelstein, 160; Gouin, 161; James, 163; Vogel, 166; Gonet, Herlihy, 174; Haley, 180; Goldstein, 196; McNeill, 201; Lovett, Dullea, 205; Albrecht, 206; Wade, Schmidt, Pence, Lowe, 210; Bianco, 212; Early, 216; Prout, 222; Hyland, 227; Hudson, 228; Cook, Holmes, Beasley, McFarland, Dunn, Lisotte, Connolly, 229; O'Dell, 232; Brown; Cribben, 233; Derry, 234; Ferguson, Xavier, 238; McCarthy, Mooney, 243; Rokes, Penell, 244; Lesperance, Stebin, 249; Grant, Steel, 256; Lalime, Demers, 257; Carle, Savard, Thibault, 266; Barney, O'Connell, 268; Cahill, 272; Noonan, Linehan, 275; Upton, O'Donnell, Sellig, McGearry, 278-0; James, 281; Mathews, Provencher, 285; Cook, Duquette, 287; Chesley, 289; Bell, 295; Sundvahl, 298; Bruecks, 305; Healy, 308; Cartwright, Drage, 330; Stretch, Dolan, Roche, Noonan, Jonak, Lawlor, 338; Lynn, 341; Baumann, 351; Tobin, Fountain, Dano, Murphy, Thompson, Berry, Denley, 357-0; Cook, Durost, 362; Mackey, 371; Polt, 377; Benzal, 378; O'Neill, 380; Legant, 384; Schafer, 405; Lentz, 411; Gove, 419; Gagnon, Leclerc, 428; Rieger, 444; Knight, 453; Robinson, Wolpert, 465; Langdon, 468; Cramer, Goode, 469; O'Coin, Edmonds, 471; Bellefeuille, 472; Veater, 473; Guiffre, 489; Nuzzo, Dickerman, 512—189 votes.

NAYS—Healey, McMullen, 1; Goodman, 2; Goddard, 19; Phinney, Alger, Fuller, Sanford, Rogers, McClusky, Rice, 20; Richard, Albert A., Richard, Edmund, 21; McMillan, 26; Kenney, Paquette, Perreault, 28; Douglas, McGrail, 31; Foskett, 32; Kelley, Gleason,

Flood, Kirvin, Manning, Saunders, Quinn, Walsh, Clarke, 35; Moriarty, Sullivan, D. F., Sullivan, J. E., Sullivan, J. J., 37; Farrell, Dalton, Murphy, Sweeney, O'Connell, 38; Kirby, 40; Ryan, Jones, 48; Colongelo, 51; Gifford, Hatch, 69; Duncan, Kearns, Martin, Ferrier, Smith, 74; Kruse, Schelbal, 90; Maynard, 99; Lacouture, Pokraka, Birner, McGauchey, Ustupas, Daoust, Anderson, 100; Sullivan, Sweeney, 103; Kelley, Collins, 111; Jennings, Godin, 119; Kiley, 122; Barnes, Connell, McCarthy, Sullivan, 143; Caffrey, M. A., Brady, Caffrey, A., Duffy, Carr, Grady, LeRoy, Renn, Nolan, Kelley, Sweeney, Gormley, 154-0; April, McKillick, 174; Penwell, Rooney, 191; Bauer, Plaggenburg, Young, 222; Hackett, 238; O'Brien, 256; Davis, 338; Abbott, 341; Howard, Cassidy, 345; Nyquist, 356; McCarthy, Lee, Feeney, MacLean, Smith, 365; Donahue, Finch, Kane, Hickey, Hart, Kelleher, 371; Lambert, Smith, 397—109 votes.

Report of committee adopted, 189 to 109.

Delegate Martindale, secretary of the Committee on Constitution, continued the report of the committee as follows:

RESOLUTION No. 33.

By Delegate Charles L. Baine, Union-at-Large.

Amend Section 8 of the Constitution, under the caption "General Executive Board," by striking out the words "quarterly detailed reports" and insert the words "semi-annual detailed reports."

The committee recommended concurrence.

The report of the committee was adopted.

REPORT OF COMMITTEE ON RESOLUTIONS.

Delegate Meade, chairman of the committee, reported as follows:

RESOLUTION No. 12.

By Delegate Joseph E. Woracek, Union No. 90.

Whereas, From time to time the local unions and general union find the accumulation of old and used cash books burdensome, and

Whereas, It occurs that the union has a complete and accurate method of auditing accounts, which delivers

to our membership an assurance of the accuracy of our accounts, and

Whereas, the aforementioned are good and sufficient reasons to permit of the disposition of the cash books after a certain period of time; therefore, be it

Resolved, That this convention decide to permit the local unions to destroy the used cash books after same are three years old, and to permit the General Secretary-Treasurer to destroy the duplicate cash sheets after same are six years old.

The committee recommended concurrence.

The report of the committee was adopted.

RESOLUTION No. 29.

By Delegate Jos. E. Woracek, Union No. 90.

Whereas, During the present war crisis there appear to be many perplexing problems with which we must deal, and

Whereas, The least of these is not the labor problem, and

Whereas, There is evidence of a desire on the part of certain employers to place girls and women on boys' and men's jobs, and

Whereas, At the present time there appears to be no foundation for any such change in the conduct of our business; therefore be it

Resolved, By this convention, that we place ourselves on record as being unalterably opposed to the feminine sex being placed on the jobs properly under the jurisdiction of the men until such time as in the wisdom of the local union or Joint Councils, acting in conjunction with the General Officers, there is need for the introduction of women into departments now occupied by men; and be it further . . .

Resolved, That in the event that it becomes necessary to replace the men with women as a war measure, then it shall be done in accordance with the well-established practice of our union—that of demanding equal pay for equal work, regardless of sex.

The committee recommended concurrence.

The question was discussed briefly by Delegate Saunders, No. 35, and Delegate Meade, No. 38.

The report of the committee was adopted unanimously.

RESOLUTION No. 13.

By Delegate Mary Anderson, Union No. 94.

Whereas, Our Government wishes to give its war contracts to those employers maintaining the highest industrial standards; and

Whereas, As workers we find that some of these contracts have been given to known exploiters of labor; and

Whereas, The Department of Labor at Washington has no power to make inspections of industrial plants, and the Government therefore is in no position to control such employers, although a corresponding power of control is vested in the Children's Bureau and the Public Health Service, and in the Department of War; therefore, be it

Resolved, That the delegates to the Thirteenth Convention of the Boot and Shoe Workers' Union ask Congress to enact such legislation as will give full power to the Department of Labor to make inspection of all industrial plants handling Government contracts, and be it further

Resolved, That because of the great increase of women workers, women as well as men inspectors be employed.

The committee recommended concurrence.

The recommendation of the committee was adopted.

RESOLUTION No. 31.

By Delegate N. L. Birner, Union No. 100.

Whereas, It is common knowledge that many foremen in charge of departments in stamp factories have more or less antipathy to dealing with the duly accredited representatives of our unions, and

Whereas, Because of this feeling on their part, they take a belligerent attitude towards our members and their representatives, shop committees, etc., therefore be it

Resolved, That this convention before it adjourns, either by contractual statement or constitutional amendment, define as definitely as possible to what extent the foremen or other representatives of the employer have to deal individually with our members, and to what extent they shall be required to deal with the official representatives of our members without evil results to those so acting who are subject to the authority of said people in charge.

The committee recommended non-concurrence.

The report of the committee was discussed by Delegate Birner, No. 100; Delegate O'Brien, No. 256, and Delegate Meade, No. 38.

The report of the committee was adopted.

RESOLUTION No. 5.

By Delegate M. J. Cohan, Union No. 74.

Resolved by Joint Shoe Council No. 1, of Brockton, Mass., at its regular meeting, held June 6, 1917.

Whereas, The introduction of welfare schemes is becoming now a widespread custom among the employers of this country, and finding its way into the shoe trade; and

Whereas, The trade union movement is the conservator and guardian of the laborers' economic welfare; and

Whereas, Prior to the application of these welfare schemes stands the right of the worker to a living wage; therefore be it

Resolved, That the Joint Shoe Council No. 1, of Brockton, records itself in positive terms against the principle of such schemes and asserts that employers in the shoe industry would do greater service to the welfare of the home and society by distributing the best wages the industry can pay, rather than instituting schemes that are costly, and that simply operate to restrict the power of the employer in the paying of adequate wages.

Delegate Meade: This resolution was referred back to the committee with instructions to make a further recommendation. The committee recommends that the following be added to the resolution:

"That the General Executive Board be directed to notify manufacturers with whom we have business relations to that effect, and that all members of the Boot and Shoe Workers' Union be ordered to report to their local union officers such proposals from their employers."

Delegate Kelley, No. 35, asked how the factories could be dealt with that now have these welfare schemes in operation. He stated that future cases could be met but it would be a difficult matter to deal with the factories where such welfare work has been already established. He mentioned a number of firms that have established insurance departments and other features of welfare work.

At the close of his discussion, Delegate Kelley moved to amend the report of the committee by inserting a provision that members now receiving bonuses or benefits of any kind

offered by the manufacturers shall be ordered to discontinue them. (Seconded.)

Delegate Lacouture, No. 100, discussed the question and urged that stronger measures be taken than those recommended by the committee. He discussed at length various schemes of welfare work, insurance, etc., established by different factories.

Chairman Meade, of the committee, said in part: I think the committee feels quite confident that the report they make here this afternoon will accomplish all that the amendment seeks to accomplish. In the first place, the thing to do would be to call the attention of the employers to the fact that our organization is opposed to the principle of welfare schemes; in the second place we believe it would be sufficient to call the attention of our membership to the fact that this convention is in opposition to their taking part in welfare schemes. One concern that has been referred to here does not exercise any compulsion whatever on the workers in their factory in regard to contributing for shares of stock. It is practically a voluntary act on the part of the employees.

The thing that is perhaps uppermost in the minds of the delegates is the recent action of the L. Q. White factory at Bridgewater. It appears they have purchased a blanket insurance policy for all their employees. It is stated that it was purchased without the knowledge of the workmen.

I do not believe there is a single employer in the shoe industry who will continue to throw bouquets at our men if we tell them we don't want them. I think the report of the committee, if it is adopted, will be sufficient for that concern to cease the operation of whatever scheme it may have running at the present time. I don't think the amendment will improve the situation. I think we have gone far enough in our report; we have taken hold of the movement in its infancy and I think we have squelched it.

Mr. John J. Manning presided while President Tobin made the following statement:

A very large measure of our success is due to the fact that we have never assumed a very arbitrary position in anything we have taken up with the employers. We have usually succeeded in convincing the manufacturers of the correctness of our policy. If the report of the committee is adopted and we eliminate the compulsion that is

contained in the amendment we will have greater success. If the report is adopted the General Officers will feel at liberty to approach the employers and the workmen and endeavor to have this practice discontinued. We lay stress upon the fact that this is a vicious system and that records our opposition to it. It pledges to you our best efforts to have this method discontinued. I can say as one of the General Officers that, as far as possible, I will lend every influence I possess to have the practice discontinued, and do it in a friendly way. If we make an absolute declaration here we are not in as good a position to approach the employer as if we make the declaration which is contained in the committee's report.

The question was discussed by Delegate O'Brien, No. 256; Delegate Dullea, No. 205; Delegate Meade; Delegate Rubison, No. 465; Delegate Dano, No. 357-0; Delegate Rooney, No. 191, and Delegate Young, No. 222. All these delegates in their discussion opposed the various welfare plans that had been established in a way to interfere with the legitimate aims and purposes of the labor movement.

At the close of the discussion Secretary Baine said in part: I have in mind the bonus system referred to by Delegate Kelley. Delegate Kelley and I have discussed that bonus, and tried to do so with the idea of devising some plan that would prevent the company from paying a 10 per cent. bonus. I think we agreed that neither of us wanted to be responsible to the membership for telling them they must not accept it. Are we going to amend the committee's report and tell our members they must not accept these propositions of free life insurance and bonuses? I think if we proceed the way we did in the other instance we will secure the desired results. In the other instance we took advantage of the bonus system to make it a straight increase in wages, and secured the fifty-hour week as well. It was also a factor in bringing about the general increase of 10 per cent. and a reduction of hours in the Brockton district.

President Tobin: The original George E. Keith bonus was given to cover a part of one year. As a result of the settlement, which included the 10 per cent. increase, that increase became a permanent matter.

The amendment of Delegate Kelley was lost.

The report of the committee was adopted.

RESOLUTION No. 16.

By Delegates Joseph E. Lacouture, No. 100, and Meyer Rubinson, No. 465.

Whereas, This organization is composed of various nationalities and many of them are not familiar with the English language and therefore unable to understand the policy of this union, and

Whereas, It is the sacred duty of every organization, and particularly an organization of workers, to educate its members, and

Whereas, The best way of education is to have our members read and study our Constitution, and

Whereas, A great number of our members are of the Jewish, Italian and Lithuanian nationalities; be it

Resolved, That this convention direct the General Secretary-Treasurer to have our Constitution printed in the Jewish, Italian and Lithuanian languages.

RESOLUTION No. 19.

By Delegate Max Sherman, Union No. 155.

Resolution:

Whereas, We have a large number of Jewish-speaking members who desire to have the Boot and Shoe Workers' Constitution translated in Yiddish, so as to give them a clear and thorough knowledge of their rights, power, duty and obligations, in order to avoid misunderstandings and conflicts with the progress and welfare of our general union, and

Whereas, The object of the Boot and Shoe Workers' Union as an institution is to educate the members; therefore be it

Resolved, That the Boot and Shoe Workers' Constitution be printed in Yiddish, which will strengthen the tie that binds us together.

RESOLUTION No. 26.

By Delegate John Ustupas, Union No. 100.

Whereas, It is the belief of the membership generally that the foreign-speaking element of our organization is to a great extent swayed in its opinions because of a lack of clear understanding of matters pertaining to the welfare of our union, and

Whereas, This must be more or less true because of the fact that but a very small percentage of said element attend the meetings of the various locals, and

Whereas, If meetings were to be held at which their own language was spoken, a very much greater propor-

tion of them would attend and thus gain much greater knowledge of the aims and intentions of our organization; therefore be it

Resolved, That this convention take such action as will permit of this arrangement without offense to the general organization.

Delegate Mead, No. 38. These three resolutions bear on the same matter, and the committee has the same report to make in each case. The committee recommends non-concurrence in each of these resolutions.

Delegate Lacouture, No. 100, opposed the report of the committee on the proposition to print the constitution in the Jewish, Italian and Lithuanian languages. He referred to the large number of members of these various nationalities, and the difficulty experienced by the officers in getting them to live up to the provisions of the constitution they did not understand.

Delegate Wolpert, No. 465, asked the chairman of the committee to explain the reason why the committee reported non-concurrence.

Delegate Meade, chairman of the committee, said in part: I want every alien who comes to this country and joins our organization to be able to stand on his own feet. I want him to be able to go out to other people and speak the language of the people he finds in those gatherings. If we are going to adopt the policy of having our constitution printed in Yiddish or Italian we will have to go farther, and have it printed in every known language used by men and women who are members of our organization. If we print it in any foreign language we will have to print it in Greek, Swedish, Danish, Norwegian, Syrian, Lithuanian, and almost every language that is spoken on the American continent. If this union is going to be the means of encouraging a movement of this kind I firmly believe it is losing sight of the one great asset it ought to have, and that is the power and strength that ought to reside in the intelligence of its members.

Delegate Lacouture says our constitutions are not read at the present time. There is no reason to believe any other class of people will read the constitution more than the English-speaking people will. There are fewer of these people who can actually read the literature of their own language than there are among the people in the United States and in the English-speaking countries who can read the English language. We don't know

that these constitutions will be read. We may surmise that they will be read, and say that they will be read, but there isn't a single reason to offer in support of the positive assertion that they will be read more generally than the English-speaking members read their constitution.

Municipalities are spending thousands of dollars to support night schools for men who come to our shores. It is sought to teach every one our language. No matter how good our intentions may be, the adoption of any of these resolutions would be the worst thing we could do for the foreign-speaking people. They certainly know something about trade unions, and they ought to be in a position where they could become accustomed to the language used in the meetings of their craft. This organization cannot afford to give any help or support to the principle, however well intentioned it may be, of keeping those people from obtaining a full and complete knowledge of the English language. We must take these brothers of ours who speak foreign languages and put them on their own feet so they can come into these conventions as Brother Abraham Bloom did in years past, and as Brother Birner did today, and fight the battle in the language of the people of the country where the organization exists. Brother Bloom came to this country without a single word of English at his command, and by force of application and study he shortly overcame that difficulty, and could not only read the constitution of the Boot and Shoe Workers' Union as well as the men who were born in this country, but he could actually tell them things about it they had not understood.

President Tobin said in part: Our present constitution printed in the English language is in shoemakers' English—the English that the English-speaking shoemakers understand. On one occasion we had the constitution translated into Yiddish, and after we had completed it we could not find any two of the Jewish nationality who could agree as to the interpretation of it. The translation was not anywhere near correct. We have very few men in our organization who can translate a constitution such as ours and retain the exact meaning of it. If we place it in the hands of a highly educated man he will put his interpretation upon our shoemakers' English and make it ridiculous; it would not convey any conception of our movement to the brothers or sisters who might have the constitution printed in their

language. We find English-speaking delegates disagreeing as to the interpretation of certain sections of our constitution. Add to that the complications that would arise if an attempt were made to interpret it in ten different languages. I don't believe it is necessary; I don't believe it is conducive to the education we want our foreign brothers to acquire in the English language.

Delegate O'Brien, No. 256, discussed Resolution No. 26, which requests permission to hold educational meetings. He favored the proposition contained in the resolution, and moved that the resolutions be taken up separately for consideration and action.

Delegate Yoblunko, No. 93, spoke briefly in favor of printing the constitution in some of the foreign languages.

Delegate Ustupas, No. 100, in discussing Resolution 26, said in part: This resolution asks the convention to allow our foreign-speaking members to have educational meetings and to work for the organization. The attendance at the local meetings is very small. If we are allowed to have educational meetings they will debate and discuss matters of interest to the organization and know more about it than they do now. About a month ago we had a 10 per cent. increase on the army shoes. They had a meeting and debated the matter among themselves. They did not discuss officers or elections, but only debated about what would be of benefit to the organization and get more money. These people are Lithuanians and a majority of them speak very poor English.

Secretary Baine, in discussing the question, said in part: The previous speaker referred to the Lithuanian members of the Lasters' Union in connection with the 10 per cent. increase, and I take it if his resolution is adopted it will permit the different nationalities to hold separate meetings to discuss questions that come before their local unions. I don't think that would be a good practice to establish. It would encourage the Lithuanians to hold a separate meeting to consider questions, Italians and Poles and others to hold similar meetings, and in that way we would have perhaps seven or eight locals under one charter. If you want speakers in any language, that is a privilege you have now; but to hold separate meetings to deal with the affairs of the local union would not be permitted. The contract violations referred to in our report, or one of them at least, was the result of separate meetings held by the Lasters in the Wichert & Gardiner factory. They de-

cided to have a meeting of their own without giving any consideration to the other members in that factory.

Secretary Baine referred to the statement of one of the delegates that the constitution is printed in French. He reminded the delegates that when the organization was started in the Province of Quebec the language of that Province was French, it was the official language there, and it was necessary to print the constitution in French for that part of the membership.

Delegate Finkelstein, Local 160, stated that he believed it would be a great benefit to the organization as a whole to have the constitution printed in Yiddish and some of the other languages mentioned.

Delegate Gillen, No. 160, believed it would be an advantage to the Boot and Shoe Workers of any nationality to have the constitution printed in their own language.

The question was under discussion at the time of adjournment.

APPEAL OF SAMUEL BECK.

To the Officers and Delegates to the Thirteenth Convention of the Boot and Shoe Workers' Union:

I herewith appeal to the convention for a ruling in connection with the recent election of delegates to the convention held in Local 99, Lynn, Mass.

The election was held May 7, 1917, with three candidates for one position. The result was that two candidates received eighteen votes each, while the third received four.

A ruling was received from the General President to the effect that the candidate receiving the lowest vote should be dropped and a second election held. I, therefore, ask the convention to decide whether this ruling was correct. Fraternally yours,

SAMUEL BECK.

Referred to the Committee on Appeals and Grievances.

The convention was adjourned to 9 A. M. Friday.

FIFTH DAY—MORNING SESSION

FRIDAY, JUNE 22, 1917

The convention was called to order by President Tobin at 9 o'clock A. M.
Absentee: Kane, 31.

Discussion was resumed on the report of the Committee on Resolutions Nos. 16, 19 and 26.

Delegate Ustupas, No. 100, asked that Resolution No. 26 be considered separately, as it dealt with a different subject from the others, namely, the question of non-English speaking members holding separate meetings.

The request to consider Resolution No. 26 separately was granted. The chairman of the committee read the resolution and stated that the committee recommended non-concurrence.

Delegate Ustupas urged the adoption of the resolution. He asked that Secretary Baine state whether or not he would consider it a violation of the Constitution to hold meetings such as the resolution provided for.

Secretary Baine: In order that there may be no misunderstanding I will state again that there would be no objection to meetings of the various nationalities, provided they were not considered local union meetings, or meetings at which local business would be transacted. Such meetings to deal with the affairs of the local union would not be permitted.

Delegate Ustupas, No. 100: In that case I will withdraw my resolution, if there are no objections.

Delegate Birner, No. 100: I object; it ought to be threshed out.

The report of the committee upon resolution No. 26 was adopted.

President Tobin: The other two resolutions Nos. 16 and 19, have been read. The committee reports unfavorably. The report of the committee is before the convention.

Delegate Lacouture, No. 100, again spoke at length in opposition to the report of the committee.

Delegate O'Dell, No. 232, in discussing the question, said in part: I think it is only fair to the convention to tell you the reason why it is necessary to have the Constitution printed in French in Canada. The French language in Canada is recognized as the

official language, just the same as the English. In the House of Parliament the French members from Quebec conduct their debates in French. In the Province of Quebec all the schools teach French. All our journals are printed in that language, and in the House of Parliament in that Province almost all the business is transacted in French. The situation in this country is entirely different. English is the official language. The children of the foreigners who go to school, unless they go to separate schools, learn the English language. That is not true in the Province of Quebec; French is the language that is taught and spoken, and of necessity our people have to have the Constitution in French.

President Tobin: I would like to ask some of the delegates if the translation of the Constitution into French is absolutely correct?

Delegate Bellefeuille, No. 472: As far as I can tell it is about the same. Some people say there may be a difference in some of the words, that some of the words do not mean quite the same thing.

The question was further discussed by Delegate Wolpert, No. 465, who urged the adoption of the resolution.

Delegate Meade, No. 38, chairman of the committee, in again discussing the question, said in part: In the two locals I have served for many years as business agent, there is a representation of this element that Brother Lacouture and Brother Ustupas speak of. I have been of special service to these particular people in ways I do not need to enumerate this morning. It is sufficient to say I have enjoyed their confidence and respect, and in all these years not one Lithuanian member, not one Polish member, not one Swedish member, in fact, not one non-English speaking member has asked me to endeavor to have a Constitution in his language. If the sentiment is so widespread, it seems to me it would have made itself felt among a few of our members. We have in our two local organizations something like 2,400 or 2,500 people. Even if there existed a widespread de-

mand for it, I would reason with them and show those people that it is to their advantage to study the Constitution in English; that they would be greatly benefited, and I am sure if they would follow that advice they would be doing something to help themselves in many ways.

There is a more serious thing back of this than the Constitution. The people who make up the trade union movement of this country ought to realize that it is only by unity of action and thought and purpose that results can be accomplished. If we are going to have portions of our membership studying things in their own corners, in their own groups and in their own language, instead of coming into the common arena where all classes should meet, the movement will be split into parts. The moment we begin that plan we are going to lay the foundation for the disintegration of our movement in America. I did not want to speak of this very important matter yesterday, because I felt we had furnished reasons enough.

Where does secession begin? Where does so-called independence begin? Invariably it begins in those groups that do not understand the labor movement of the United States, those groups that are misled by leaders who have no complete conception of the labor movement of this country. We cannot segregate our people into groups, we must have them all here with us. Just as sure as we give our assent to a resolution that seeks to have the Constitution printed in languages other than English we are providing a means to separate and divide the labor movement of this country.

Delegate Behrend, No. 160, spoke at length in favor of the resolution and opposed the recommendation of the committee. In closing he moved as an amendment that the whole matter be referred to the General Executive Board for investigation, and to provide Constitutions in the Italian and Hebrew languages if they find it necessary.

Delegate Gleason, No. 35: I thoroughly agree with some parts of the committee's report, but I want to ask if there is any objection to any local union that is confronted with this question having a condensed Constitution printed in the languages they desire?

Secretary Balne: I have not given the matter much thought, but I would say offhand that I can see no objection, provided the translation is approved by the General Executive Board.

The question was discussed further by Delegate Gleason, No. 35; Delegate Finch, No. 371; Delegate Lacouture, No. 100; Delegate Rubinson, No. 465.

Upon motion of Delegate Martindale, No. 15, debate was closed.

The report of the committee on Resolutions Nos. 16 and 19, which was adverse, was adopted.

Mr. John J. Manning, Editor of the official journal of the United Garment Workers of America, was introduced by President Tobin. Mr. Manning conveyed to the convention the fraternal greetings of the United Garment Workers and expressed the pleasure he felt in being again privileged to address the representatives of the Boot and Shoe Workers. He referred briefly to the fact that members of the United Garment Workers have been locked out by the firm of H. Sonneborn & Sons, Baltimore, makers of the "Style-Plus" clothes. He referred briefly to conditions in Baltimore and the causes that led up to the lock-out.

Speaking on the subject of contract labor, Mr. Manning said in part: "It gives me great pleasure to tell you that since I last spoke on this subject before your convention in Buffalo the contracting system has been eliminated in the prisons of three States—Missouri, Tennessee and New Jersey. This means there are approximately 4,000 convicts less in competition with us than there were two years ago, and these men will soon be working under a system that will prevent their being exploited; their labor will not be sold for the benefit of politicians and favored contractors; they will be making things for use in other institutions and they will be taught trades instead of being turned out to act as strikebreakers. We have a bill now on the Senate calendar of the United States Senate. Among other organizations I believe the Boot and Shoe Workers has been powerful in its work in that direction, but personal effort on the part of members of your organization is absolutely essential to the passage of that law."

Speaking of war contracts, Mr. Manning said in part: "It is not more necessary to have some one in Washington to assist on this convict labor bill than it is to see that contracts are let in the right direction. Not that we propose taking anybody by the throat and saying the work must be done under union conditions, but the contracts should be given in all cases to the employers who grant at least fair conditions. I believe if we do not receive consideration by requesting it

we have got to show our teeth, the same as the miners did, with the result that on the Committee on Coal Production the United Mine Workers have seven representatives and no contracts for coal can be made without the assent of the members of the Miners' organization. I believe that should apply to the miscellaneous trades that make clothing, shoes and everything that goes to cover our soldiers. I believe that we who are making that stuff under fair conditions should be on that committee to decide who shall get these contracts.

"Even though our requirements are met in the direction of contract, it still remains with us to maintain our standard on the outside. If we were content to go along with the belief that everything is going to be all right because the Council of National Defense says contracts must be let under fair conditions, all we shall have will be the contracts add trouble.

Do not place any dependence upon the man who is not doing his share in your organization, for, after all, when the war is over and peace has been declared you men and women are going to make shoes, and it is up to you now to put in such conditions as will prevent any decided reaction and leave you in a worse position than you were during the panic of five years ago."

REPORT OF COMMITTEE ON RESOLUTIONS.

Delegate Meade, No. 38, chairman of the committee, reported as follows:

RESOLUTION No. 28.

By Delegate J. H. Sloan, Union No. 25.

Whereas, We, the delegates assembled in the Thirteenth Convention of Boot and Shoe Workers' Union in Philadelphia, Pa., do hereby pledge our loyalty and support to our respective Governments—namely, the United States and Canada—involved in the world crisis for democracy and liberty;

Resolved, That we put forth all earnest endeavor to have all our brothers of foreign birth become citizens of our respective nations, so that our organization may become more effective and harmoniously solidified in unity and strength.

The committee submits the following as a substitute for the original resolution:

Whereas, We, the delegates assembled in the thirteenth convention of the Boot and Shoe Workers' Union, in

Philadelphia, Pa., do hereby pledge our loyalty and support to the forces now engaged in the struggle to uphold the principles of democracy and liberty for which the Allies are contending; therefore be it

Resolved, That we encourage all our brothers of foreign birth, unnaturalized residents in countries where the Boot and Shoe Workers' Union has jurisdiction to become citizens thereof at the earliest opportunity.

The substitute resolution was adopted.

Delegate Meade, No. 38: At the close of Mr. Grant Hamilton's address on the second day of the convention, President Tobin said: "I desire to say to Brother Hamilton that we want him to convey to President Gompers our appreciation for sending to this convention such an able representative of the American Federation of Labor, and we thank Brother Hamilton for the words of wisdom he has given us.

I am sure the Committee on Resolutions will take advantage of the information he has given us and will frame a resolution asking the Government to provide a plan that will bring about reasonable prices for food products."

The committee desires to submit the following:

RESOLUTION No. 36.

By the Committee on Resolutions:

Whereas, There is pending before the Congress of the United States a measure known as the Lever bill, designed to protect the people of this country from the manipulations of speculators in food products; therefore, be it

Resolved, That the Boot and Shoe Workers' Union assembled in convention in the city of Philadelphia, Pa., gives its endorsement to the Lever bill and urges its immediate adoption; and be it further

Resolved, That this convention declares its belief in the wisdom and justice of giving adequate representation to the organized wage-earners of the United States in the administration of any plan designed to protect the working people from the burden of an unreasonable cost of food and fuel products.

The resolution was adopted unanimously.

Delegate Meade: The committee desires unanimous consent for the introduction of a resolution.

The request of the committee was complied with, and Delegate Meade submitted the following:

RESOLUTION No. 37.

By the Committee on Resolutions:

Whereas, In certain shoe factories where footwear is at present being manufactured for the soldiers of the United States large numbers of aliens, who owe no allegiance or responsibility to this country, are employed, and

Whereas, Many shoe workers in this country, citizens of the United States and subject to draft at any time for service in the military forces of the United States, are out of employment; therefore, be it

Resolved, By the Boot and Shoe Workers' Union in convention assembled at Philadelphia, Pa., on June 22, 1917, that this condition of affairs is unjust and unfair to the people of this country who are loyal and true to this Government; and, be it further

Resolved, That we believe this condition exists because of the fact that the legitimate organized labor movement in the shoe trade of this country is not represented in the Council for National Defense; and, be it further

Resolved, That this convention places itself on record as believing it should be represented in this important body, and that the Secretary-Treasurer be instructed to notify the President of our attitude in this important matter and requested to take such steps as will bring about the result we seek.

In the original resolution the words "non-union" appeared in the first line. At the suggestion of Secretary Balne, that word was omitted.

Delegate Brown, No. 233, moved that the resolution also be sent to the Dominion Government of Canada. Delegate Meade suggested that a separate resolution be introduced to be sent to the Dominion Government, and he asked that Delegates Cribben and Brown consult with the committee when preparing the resolution.

The resolution was discussed by Delegate Wolpert, No. 465; Delegate Rubinson, No. 465; Delegate Plaggenburg, No. 222, and Delegate Yoblunko, No. 93.

The resolution was adopted as presented by the committee, with the amendment as offered by Secretary Balne.

RESOLUTION No. 14.

By Delegate John J. Sullivan, Union No. 37.

Resolved, That this convention go on record in favor of complete inde-

pendence for Ireland, and that we send to Washington urging the United States Government to request the complete independence of Ireland.

JOHN J. SULLIVAN,
JOHN E. SULLIVAN,
MICHAEL J. COHAN,
JOHN P. MEADE,
JAMES M. WOOD,
EMMET T. WALLS,
EUGENE J. SMITH,
T. F. SMITH,
JAMES H. KELLEY,
JOHN A. BRENNAN,

The committee offers the following as a substitute for Resolution No. 14:

The committee recommends that the convention strongly endorse the principle of self-government as a most essential means to the highest development and greatest progress of any people, and that we urge the diplomatic powers of the United States to assist by their influence and persuasion, at the most opportune time in the negotiations that must ensue before the final settlement of the war with Germany, to bring complete self-government to Ireland.

The substitute resolution was adopted unanimously.

RESOLUTION No. 21.

By Delegate N. L. Birner, Union No. 100.

Whereas, It has been the practice of shoe manufacturers, in a dispute of wages, to remove certain grades of shoes or all grades of shoes from one locality to another; be it

Resolved, That the General Executive Board demand the union stamp or have the manufacturer surrender the same.

The committee recommended non-concurrence.

The report of the committee was adopted.

REPORT OF COMMITTEE ON CONSTITUTION.

Delegate Martindale, Secretary of the Committee, reported as follows:

Resolution No. 23: The committee recommends non-concurrence.

Delegate Bauer, No. 222: As a delegate from Local 222 I would state, as one of the introducers of the resolution, that our members are for the initiative and referendum, and they want us to work for some kind of plan to secure it. Brother Keenan stated in his opening address to this convention that liberty had been born in Philadelphia. He also stated that the American Federation of Labor was born in this city, and I hope the dele-

gates assembled here will grant their brother members the right to vote for our general officers. I believe the present day enlightenment depends upon the liberty given to the membership, and the restlessness of the members will be abated by placing in their hands the right to choose the officers by direct vote. I hope the convention will go on record in favor of the initiative and referendum. That is something we should all have as free citizens of the United States, and I think as members of this Union we certainly ought to enjoy the same right to elect our officers. I hope you will go on record declaring in favor of the initiative and referendum.

Delegate O'Brien, No. 256: I believe there are a great many here who expected the committee to concur in that resolution and who expected this convention to adopt such a report. I said in speaking yesterday that I thought the General Officers were awake to the fact that there was a need of popularizing the organization with the membership. I believe they are awake to that need. I really mean that when I say it. This convention selecting the General Officers, rather than having them elected by referendum vote, is undemocratic and un-American. I hardly think it is in accord with the principles that ought to govern such an organization as this. You never can develop the amount of loyalty you seek to develop as long as you continue to practically appoint officers rather than elect them, for that is what you do when you elect in the convention. I believe it ought to go to the membership at large.

At this point Delegate O'Brien quoted a portion of the Declaration of Independence, referring to the right of the people to self-government, and continuing said: There is nobody in this delegation, general officer or otherwise, who will say that our officers are holding their power of government over the organization by the consent of the governed. And surely in America the people expect that. In arguing for it I think I am arguing for the best interests of the organization. If it is not possible to continue the organization along democratic lines the organization hardly deserves to exist in America. That is my honest opinion. Our people are a democratic people. This world crisis, I believe, is going to broaden democracy to a great extent. People are going to know and fully realize their rights, or at least realize them to a very much greater extent than ever before, and any form of gov-

ernment that has not gained their consent will be eliminated by them in one way or another.

The Czar of Russia has been deposed. This is not any reflection upon our general president, but I merely refer to an incident that happened. No man living six months ago would have said that was possible within the lifetime of any of us. We thought Russia the most backward country in the world and the hardest place in which to make progress. I believe at the close of this war the people will make such a demand for democracy that rule without the consent of the governed will probably be done away with in all parts of the world.

Delegate Lacouture, No. 100: I don't know that I can say more than has already been said in this and in previous conventions. We have sent from this convention our greetings to the provincial government of Russia, to the Council of Workmen and Soldiers' Delegates, signifying our intention to commend the democracy that prevails there. We want some of that democracy in this great country of ours, and we are endeavoring to put it into our organization so that we may exercise the same freedom we tell the Russian people we believe in.

In many States the people have made forward strides. In Massachusetts at the present time we have a constitutional convention provided for, and the principal thing that will be asked for will be the initiative and referendum. I think we should have it in our organization as well as in our State, and I think the sooner we get it the better for all concerned. I hope the report of the committee will not be accepted.

Delegate Ustupas, No. 100: If the United States Government will allow us, as American citizens, to vote for our officers, every citizen ought to agree that we have a right to vote for the officials of our organization. If you believe in democracy and freedom you have no right to vote against the referendum. If you believe in democracy and freedom you violate your own principles when you vote against the referendum. If you vote against it you take away the right of every member of the organization except the delegates who are in the convention.

We know what they did in Russia. They squeezed the people as hard as they could for years, but the people could not stand it any longer and they burst the bubble. If we are denied the right of the referendum in our elections we might burst our organization. I don't care who will be the officers of this organization or any other organ-

ization, but I would like to see every member have a right to vote for the men who will represent him.

I would like to hear the objections the Committee on Constitution have against this resolution; I would like to know what reasons they have for non-concurring. In 1776, in this city of Philadelphia, democracy and freedom were declared. At that time every man felt he had freedom. When we form our organization and pay our dues we have a right to have some of that freedom that was gained in 1776. I believe the Committee on Constitution should concur in the resolution.

Delegate Caplice, No. 48: I have taken pains to find out the workings of the referendum when we had it in this organization. We had a paid-up membership of 33,507 at the time we had it, but the vote cast for the candidates for president at that time was 3,752—less than 5 per cent. of the membership voted in the referendum. I have the documents here to defend my position, but to read them would take more time than I think you want to give. I have studied the men who are at the head of this movement, and I have a good opinion of them. I think the members of the Boot and Shoe Workers' Union should be very grateful to them and instead of giving them, abuse should give them support.

In Brockton in 1904 they had 23 candidates and a man ran for president who was from that district. With a paid-up membership of 12,818 in Brockton they were able to cast only 1,399 votes. That led me to believe the referendum was a farce. When they point out the States where they have the referendum they have jokers in it to nullify it. With the lack of interest the membership displayed when they had 23 able men as candidates, one man a candidate for president, and he received only a little more than 900 votes, it does not speak very well for the referendum. In 1906 the paid-up membership of the Union was 31,275; the total vote cast for president was 5,019, leaving blank 26,256. In the election before that there were 29,450 members who did not vote. The same thing applies to the local union. Figure out how many members voted. In a membership of 1,500 in our town I got a vote of 230. It is a farce!

Delegate Yoblunko, No. 93: The delegate of No. 100 asked the Committee on Constitution for the reason they non-concurred. One delegate quoted the Declaration of Independence and compared the President of this Union to the Czar of Russia.

Delegate O'Brien, No. 256: I cer-

tainly did not do that—I said I had no intention of comparing him to the Czar of Russia.

Delegate Yoblunko: I want to call to the attention of the delegate who spoke of the American Revolution the fact that it was to overthrow the British rule. The people wanted to be represented when they paid taxes. That is the reason the colonies brought about that revolution. In Russia it was worse than it was in this country at the time of the revolution. I have been in Russia, I was born and raised there and I know the conditions exactly. We were deprived of every bit of freedom; we could not hold meetings; we could not join any organization; we could not even speak of liberty. If we did, if we said anything against the Government we would be punished. There is no comparison at all—you cannot compare this organization to Russia or to the conditions of the Colonies when they overthrew the British rule.

There is a great organization in the American Federation of Labor, I think it is the third in size, and a majority of the members are progressive and radical. I refer to the International Ladies' Garment Workers' Union. In spite of the fact that they are so radical and progressive they elect their officers in the convention every two years just as we do. There is another radical union in the American Federation of Labor, the Cloth Hat and Cap Makers, and they elect in their convention. There is a new union started in this country, the Furriers, that held a convention in Boston and endorsed the majority report of the convention or the Socialist party held in St. Louis, a report that denounced our Government as undemocratic, and yet the Furriers' organization elected its officers in the convention.

I cannot see any reason for comparing this organization to the Russian Government or any other government. We have representation here, every local union is fully represented. We have a right to elect our officers. If the advocates of the referendum haven't a majority it is not our fault. A majority of the delegates seem to think President Tobin is the proper person to elect, and we have a right to vote for him. I don't see any reason why we should adopt the referendum.

Delegate Rooney, No. 191: My local sent me here to vote in favor of the referendum; the members are unanimously in favor of it. I find in reading the reports of previous conventions the statement has been made that the object of the referendum was

to oust some or all of the officials of the Union. I am not here for that purpose. To illustrate the point I want to make—I believe the men who have stood by the organization, who built it from the foundation, who have put the best part of their lives in it, deserve all the respect they get. I think it would be hard for this assemblage to produce a man who could better head the organization than John F. Tobin. I say this because I want to emphasize the fact that it is not because I want to oust the officers that I advocate the referendum. I have long been an advocate of the referendum, because I believe in the rights of others. I don't believe the officials of this Union are trying to deny the members the referendum because they want to perpetuate themselves in office. If I were working for a man and I knew, even though I was under contract, that he did not want my service, every fiber and tissue of my make-up would rebel against continuing to work for that man.

I don't think any man wants to perpetuate himself in an office where he is not wanted. I agree with the brother who perhaps did not make himself quite clear in regard to the outburst in Russia.

I don't want to take any action here that would be equivalent to saying to the men I left at home that I am more intelligent than they are, or that they are not intelligent enough to vote for officers to govern them. I believe every man in this convention has had an honest and fair chance to express his opinion as dictated by his conscience. If any man has not expressed his real opinion it is because he is yellow.

Secretary Baine: It is with sincere regret that I am obliged at this time to read a telegram that has been received by Delegate Kelley, of Cutters' Union No. 35. The telegram is as follows:

"Brockton, Mass., June 22, 1917.

"Charles Kelley, Moose Hall, Philadelphia, Pa.:

"Walter Russell died this A. M.
"J. H. MOREY."

President Tobin: The chair would suggest that the delegates rise and stand in silence for one minute out of respect to the memory of Brother Russell.

The suggestion of the president was complied with.

Delegate Plaggenburg, No. 222: I agree with the previous speaker that we ought to adopt the initiative and referendum. I am one of those who

believe that, so far as our national officers are concerned, they are as able a set of men as we could secure for those positions. I am not rabidly opposed to any one of the national officers, but I do not think we should continue the present method of electing national officers, for several reasons. I want to say plainly that it is absolutely no reflection upon the General President, but merely to show that by the present system of electing officers the power that is given to any individual who happens to be placed in that position is too great.

In 1912 we had a price list pending in Cincinnati. We were asking for an increase. Brother Tobin came there and advised us. As is usual among the lasters, some of the members got very much excited, and what they said got under the skin of President Tobin. He was angry and said, "I have in my pocket a strike sanction, and I can approve or disapprove of this strike at my own discretion. There is a train that leaves for Boston in the morning, and if you people are not perfectly satisfied with things as I see them I can take that train." At that time Brother Bauer got up and said, "Mr. President, isn't that an awful one-man power that you possess?" He replied, "I don't believe you people can spend other people's money"—as though we were not a part of the organization! It is because of this one-man power that I believe we should adopt the initiative and referendum.

The history of the labor movement amply demonstrates that whenever it has been possible for a set of officials to perpetuate themselves in office it has tended to destroy the organization. There is such a thing as the immutable law of economic determination, and I will show you how it works out. In the convention, where the officers have control, they can place in the field candidates who are under their power because they control their positions. While it is not true that they do so, the officers may, through innuendo and through the threat to take away their mode of living, compel them to vote as they please. One of the strongest labor movements ever established in the United States found its death in New York city because of the fact that several leaders had been able, through this pernicious system, to perpetuate themselves in office—sold out body and soul.

There is one thing I want to call particularly to your attention, and that is the old saying that "eternal vigilance is the price of liberty." If we retain our system of self-government in

the United States we must maintain it in the organization of which we are members. I think we ought to adopt the resolution and not adopt the report of the committee.

President Tobin: The construction Brother Plaggenburg placed upon my action in Cincinnati is entirely misleading. I have never in any town or in any place assumed the position of dictator. I think if I dictate at all I do it here in the convention more than in any other place, and even at that I endeavor to carry out the will of the convention rather than my own wishes.

At the time I was in Cincinnati I discovered there was quite a sentiment in the Lasters' Union in sympathy with the United Shoe Workers of America. They were taking the position of stalling to prevent a settlement. I think the brother will admit that as a result of my visit to Cincinnati a very substantial increase in wages was obtained and a satisfactory settlement was brought about. Any strong statement I might have made at that time was directed against the element to which I refer. For the most part, our members in Cincinnati are a very sensible and conservative set of men and women. But there are exceptions. Sometimes we have to apply the law, not as dictators, but for the purpose of carrying out the principles of our organization; in other words, we will not allow a small group of malcontents to dictate the policy of the Union. It is because we will not allow that that our organization has maintained its standing for integrity, and I am sorry that Brother Plaggenburg has seen fit to inject into this convention a statement of that kind.

I haven't the slightest inclination to be a czar, as I don't like anything that savors of czarism. I am a very staunch advocate of complete liberty of thought and action. I have never personally disagreed with any delegate in our convention because he held views contrary to mine, no matter on what subject. I recognize his right to his opinion, but I do not recognize the right of a small group of irresponsible persons to dictate the policy of our Union, and my position in Cincinnati at the time Brother Plaggenburg speaks of was in opposition to that element.

Delegate Birner, No. 100: One delegate asked the position of the committee and their reasons for bringing in the report. They have not answered that question.

President Tobin: If the committee

does not want to make an explanation we have no right to compel them to do so and set ourselves up as dictators.

Delegate, Kelley, No. 35: We are opposed to this report and desire to go on record in favor of the referendum.

Roll call was ordered, with the following result:

AYES—Baine, O'Hare, 0; Baxter, 1; Hall, Morgan, Lovering, Heckman, 6; Hoyt, Williams, 11; Marrer, 13; Tobin, Martindale, 15; Clinton, Mulvey, 19; Phinney, Sanford, McClusky, Rice, 20; Richard, A. A., Richard, E., 21; Lovely, Baker, Sloan, Burch, Lawrence, Hammond, Knepper, Schuerman, 25; McMillan, 26; Ashley, 27; Kenney, Paquette, 28; Scannell, 30; Reardon, Davis, Dineen, Kirby, 40; Schaeffer, Logie, 46; Gorman, Parker, Gallagher, Caplice, Morrissey, 48; Orr, 50; Agnew, 51; Lonergan, Peare, 53; McManamy, Kelleher, 59; Dulle, Grafe, Wiechman, Weltler, Hilgeman, Hamilton, 68; McCormick, 74; O'Neill, Richmond, 78; Skinner, Fountain, 88; Woracek, Kruse, Scheibal, 90; Yoblunko, 93; Anderson, 94; Maynard, 99; Hallinan, Anderson, 100; Reardon, Samson, 108; Walls, Brennan, 111; Burrell, Pellissier, Kiley, 122; McCracken, 125; Roach, 133; Arnold, 135; Sheppard, 136; Conway, 137; Hopping, 148; Murphy, 150; Hatch, 154-0; Sherman, Berg, 155; Meyers, 159; Gillen, Behrend, Finkelstein, 160; Gouin, 161; James, 163; Fleming, 165; Vogel, 166; April, Gonet, McKillick, Herlihy, 174; Haley, 180; Goldstein, 196; McNell, 201; Lovett, Dullea, 205; Albrecht, 206; Wade, Schmidt, Pence, 210; Bianco, 212; Earley, 216; Hyland, 227; Hudson, 228; Cook, Holmes, Beasley, McFarland, Dunn, Lisotte, 229; O'Dell, 232; Brown, Cribben, 233; Derry, 234; Ferguson, Hackett, Xavier, 238; McCarthy, Mooney, 243; Rokes, Penell, 244; Lesperance, Stebin, 249; Grant, 256; Lallime, Demers, 257; Carle, Savard, Thibault, 266; Barney, O'Connell, 268; Cahill, 272; Noonan, Linehan, 275; Upton, O'Donnell, Sellig, McGearry, 278-0; James, 281; Sorenson, 282; Mathews, Provencher, 285; Cook, Duquette, 287; Chesley, 289; Bell, 295; Sundvahl, 298; Bruecks, 305; Healy, 308; Cartwright, Drage, 330; Stretch, Dolan, Roche, Noonan, Davis, Jonak, Lawlor, 338; Lynn, Abbott 341; Howard, Cole, Cassidy, 345; Baumann, 351; Nyquist, 356; Tobin, Fountain, Dano, Murphy, Thompson, Berry, Denley, 357-0; Cook, Durost, 362; Mackev, Finch, 371; Polt, 377; Benzal, 378; Legant, 384; Schafer, 405; Lentz, 411; Gove, 419; Gagnon, Leclerc, 428; Rieger, 444; Knight, 453; Wolpert, 465; Langdon, 468; Cramer, Goode,

469; O'Coin, Edmonds, 471; Bellefeuille, 472; Veater, 473; Guiffre, 489; Nuzzo, Dickerman, 512—204 votes.

NAYS—Healy, McMullen, 1; Goodman, 2; Goddard, O'Brien, 19; Alger, Fuller, Rogers, 20; Cormier, 26; Perreault, 28; Douglas, McGrall, 31; Fokkett, 32; Kelley, Gleason, Flood, Kirvin, Manning, Saunders, Quinn, Walsh, Clarke, 35; Moriarity, Sullivan, D. F., Sullivan, John E., Sullivan, John J., 37; Meade, Farrel, Dalton, Murphy, Sweeney, O'Connell, 38; O'Donnell, Ryan, Jones, 48; Colongelo, 51; Byrne, 68; Gifford, Hatch, 69; Cohan, Duncan, Kearns, Martin, Perrier, Smith, Wood, 74; Lacouture, Pokraka, Birner, McGaughey, Ustupas, Daoust, 100; Sullivan, Sweeney, 103; Kelley, Collins, 111; Jennings, Ledoux, Godin, 119; Barnes, Connell, McCarthy, Sullivan, 143; M. A. Caffrey, Brady, Annie Caffrey, Duffy, Carr, Grady, LeRoy, Renn, Nolan, Kelley, Sweeney Gormley 154-0; Penwell, Rooney, 191; Lowe, 210; Bauer, Plaggenburg, Prout, Young, 222; Connolly, 229; O'Brien, Steele, 256; McCarthy, Lee, Feeney, MacLean, Smith, 365; Donahue, Kane, Hickey, Hart, Kelleher 371; Lambert, Smith, 397; Robinson, 465—98 votes.

Report of committee adopted 204 to 98.

Secretary Baine: I have a resolution that was introduced in time to be printed with the other resolutions on Wednesday, but I did not print it with the others because it was necessary to insert a line that was missing. I desire unanimous consent to introduce it at this time.

The resolution is as follows:

RESOLUTION No. 35.

By Delegates John D. Dullea and James F. Lovett, Union No. 205.

Amend Section 103 of the Constitution:

Paragraph 4, strike out the following: "previous to the date of the convention and attached to the local union." Also strike out the words "such election." The paragraph to read as follows: "All delegates and alternates to conventions must be members of the Boot and Shoe Workers' Union in good standing, actively employed at the trade, or in the employ of the general or local union, and must be members in continuous good standing of the local union which they are elected to represent for a period of at least one year, and must attend a majority of meetings for that length of time previous to the nomination of candidates for election.

Nomination of candidates for election shall not be made until after each local union has received notice of the call for the convention.

This is not to apply to members who may have been absent from meetings by reason of being employed for the Union. This section is not to apply to local unions that have not been organized for one year.

Referred to the Committee on Constitution.

At 12 o'clock an adjournment was taken to 2 P. M.

AFTERNOON SESSION

The convention was called to order by President Tobin at 2.30 P. M.

Absentees: Kane, 31; O'Neill, 380.

REPORT OF COMMITTEE ON CONSTITUTION.

Delegate Martindale, Secretary of the committee reported as follows:

RESOLUTION No. 17.

By Delegate Charles Schuermann, Local No. 25.

Amendment to the Constitution:

Any member reaching the age of sixty (60) years who has been a member in good standing for twenty-five (25) consecutive years shall be exempt from further payment of dues and entitled to full benefit.

This shall not apply to salaried officers of the general or local unions.

The committee recommended non-concurrence.

The report of the committee was adopted.

RESOLUTION No. 30.

By Delegate F. C. Cribben, Union No. 233.

Amendment to Section 5:

By striking out \$3,500 from the last paragraph and inserting \$4,000; section to read: "He shall be paid four thousand dollars (\$4,000 per annum and all legitimate expenses."

Amendment to Section 6:

By striking out \$2,500 from the last three lines and inserting \$3,000; section to read: "He shall be paid at the rate of three thousand dollars (\$3,000) per annum and all legitimate expenses."

Amendment to Section 7:

By striking out \$3,500 from the last paragraph and inserting \$4,000; section to read: "He shall be paid four

thousand dollars (\$4,000) per annum and all legitimate expenses."

The committee recommended concurrence.

The question was discussed by Delegate Birner, No. 100; Delegate Bauer, No. 222; Secretary Baine, Delegate Prout, No. 222; Delegate Young, No. 222; Delegate Lacouture, No. 100; Delegate O'Brien, No. 256; Delegate Ustupas, No. 100; Delegate Dano, No. 357-0.

The motion to adopt the report of the committee was carried, with three dissenting votes.

Secretary Baine read the following telegram, which was accepted and made part of the records of the convention:

"Brooklyn, N. Y., June 21, 1917.

"Boot and Shoe Workers' Convention, Philadelphia:

"Shoe Fitters' Local 465 extend hearty greetings to your thirteenth biennial convention. May your deliberations and your great and noble aspirations for the welfare of those who toil in the boot and shoe industry meet with great success, and may you continue your valuable and successful organization work in New York.

"H. WINOCAR, Secretary."

Secretary Baine: I have requests from San Francisco, Cal.; Chicago, Ill., and Columbus, Ohio, to the Boot and Shoe Workers' Convention to hold the next convention in those cities.

Delegate Meade, No. 38: A resolution has been received by the Committee on Resolutions, at the request of the General Secretary-Treasurer. It is signed by the delegates who represent the Cutters' Local Union No. 35, of Brockton, and is as follows:

RESOLUTION No. 38.

Whereas, It is the will of the Great Father in Heaven in His wisdom and judgment to have called to Himself this day one of our most loyal and respected brothers, Walter Russell, and

Whereas, The Boot and Shoe Workers' Union in convention assembled at Philadelphia, Pa., recognizing his activity in matters of interest to his fellow-men, both in State and Union affairs, and the admirable qualities and ability that endeared him to his family, friends and acquaintances; therefore be it

Resolved, That we extend to his

family our sincere and heartfelt sympathy in this the hour of their bereavement and great loss.

Cutters' Union No. 35 Delegates.

C. A. KELLEY,
WM. L. GLEASON,
M. F. SAUNDERS,
THOS. FLOOD,
WM. KIRVIN,
JOHN F. WALSH,
JOHN QUINN,
FRANK CLARK,
JAS. MANNING.

Delegate Meade, No. 38: I move the adoption of the resolution, that the Secretary-Treasurer have it spread upon the records of the convention and send a copy to Brother Russell's family.

The motion was adopted by unanimous rising vote.

Delegate Dulles, No. 205, moved that the general organization be represented at the funeral of Walter Russell, and also that a suitable floral offering be sent in the name of the general organization.

Adopted.

REPORT OF COMMITTEE ON OFFICERS' REPORTS.

Delegate Woracek, Secretary of the committee, reported as follows:

Referring to that portion of the general officers' report under the caption "Local Funds," your committee recommends that the general officers be directed to notify the membership of the two locals referred to, namely, Local No. 252, of Brookfield, and Local No. 130, of North Brookfield, through the officers of the local unions, that they are directed to refund to the local union treasury the entire amount which each member has received as dividends, and any member failing to refund the entire amount received within eight weeks from July 1, 1917, shall be suspended and shall not be reinstated until the entire amount is paid.

Your committee further recommend that supervision of the expenditures of local funds shall be subject to review by the general officers, and if in their judgment local funds are being improperly expended in any channel they shall be directed to conform to the recognized proper expenditure of local funds, and the local union shall conform to such direction pending appeal to the General Executive Board or convention.

This concludes the report of your committee, which is respectfully submitted.

JOHN D. DULLEA, Chairman;
JOS. E. WORACEK, Secretary;
ANSEL COOK,
LIONEL THIBAUT,
WALTER BROWN,
A. LALIME,
BEN. H. DULLE,
FRED SCHMIDT,
MEYER FINKELSTEIN,
JOHN M. GORMAN,
W. P. MACKEY.

The report was discussed by Delegate Gleason, No. 35, who suggested that some of the members may not have been guilty of the offense charged and it would be unjust to punish them. He suggested that the local be requested to refund the money.

Secretary Baine, in explaining the situation, said in part: The amount involved is not more than three dollars per member. They are asked to return the money to the local fund where it belongs: We have reason to believe that for years they have been paying dividends; in other words, taking the local funds to pay their dues. When they were directed not to do that they formed this scheme of donating a dollar to buy union label goods. It was simply an evasion of the law. If they had complied with the request of the General Executive Board or the General Secretary in the beginning there would have been no trouble, but they simply said they would not do it, and the local union said they would not be asked to do it. We prefer not to take away the charter.

The report of the committee was adopted.

REPORT OF COMMITTEE ON LABELS

Delegate Lacouture, No. 100, chairman of the committee, reported as follows:

RESOLUTION No. 24.

By Delegate C. L. Baine, Union-at-Large.

Whereas, It is an assured fact that the union label is one of the most potent factors for the advancement of the most vital interests of the membership of our trade-union movement, and by which we are enabled to help each other in discriminating between union and non-union made products when purchasing commodities for our daily needs, and

Whereas, The Tobacco Workers' International Union, having a union label, is seeking a wider demand for tobacco, cigarettes and snuff bearing the union label; therefore be it

Resolved, That it is the sense of the Boot and Shoe Workers' Union, in convention assembled in Philadelphia, Pa., June 18, 1917, that inasmuch as union-labeled tobacco, cigarettes and snuff of the best qualities are marketed in parcels that come within the reach of all consumers, and easily accessible to all purchasers, they should receive a larger share of the purchasing power of union men and their friends, and be it further

Resolved, That it is the consensus of opinion of the delegates attending this convention that the practice of demanding the union label on our purchases has heretofore not given the results we have a right to expect. In view of this condition we give a renewed expression of our fealty to our cause and pledge our effort to creating a more extended demand for union-labeled tobaccos, cigarettes and snuff, thereby employing union men and women working in the tobacco industry.

The committee recommended concurrence.

The report of the committee was adopted.

Delegate Lacouture, for the committee, submitted the following recommendation:

Knowing that the greatest weapon of the trade union movement today is the union label or stamp, we sincerely urge that all local unions become affiliated with the section of the Union Label Trades Department of the American Federation of Labor in their locality, or become immediately active in organizing a label section. Your committee realizes the necessity of this label agitation and the benefit that will come from this source.

Your committee further recommends that all delegates be requested by this convention to take back to their local unions a report on this subject and advise the members of the necessity of better patronage of the union label.

Your committee further recommends that in the qualifications of candidates for delegates to conventions or otherwise shoes shall be one of the articles to bear the label.

JOSEPH E. LACOUTURE, Chairman;
J. H. SLOAN, Secretary;
C. A. KELLEY,
M. A. CAFFREY,
THOMAS KEARNS,
PATRICK CAPLICE,
M. A. BURRELL,
JAMES DUFFY
H. EDWARD ASHLEY,
JEREMIAH H. O'NEIL,
WM. O'CONNELL,

Committee.

The report of the committee was adopted.

Upon motion of Delegate Dullea the election of officers was made a special order of business for 9 o'clock Saturday morning.

REPORT OF COMMITTEE ON CONSTITUTION.

Delegate Martindale, secretary of the committee, reported as follows:

RESOLUTION No. 35.

By Delegates John D. Dullea and James F. Lovett, Union No. 205.

Amend Section 103 of the Constitution:

Paragraph 4, strike out the following: "previous to the date of the convention and attached to the local union." Also strike out the words "such election." The paragraph to read as follows: "All delegates and alternates to conventions must be members of the Boot and Shoe Workers' Union in good standing, actively employed at the trade, or in the employ of the general or local union, and must be members in continuous good standing of the local union which they are elected to represent for a period of at least one year, and must attend a majority of meetings for that length of time previous to the nomination of candidates for election.

Nomination of candidates for election shall not be made until after each local union has received notice of the call for the convention.

This is not to apply to members who may have been absent from meetings by reason of being employed for the Union. This section is not to apply to local unions that have not been organized for one year.

The committee recommended concurrence.

The question was discussed by Delegate Lacouture, No. 100, who moved that the section apply from convention to convention, that "one year" be stricken out and "two years" be inserted.

The amendment was carried, and the report of the committee as amended was adopted.

RESOLUTION No. 15.

By Delegate Geo. Behrend, Union No. 160.

To amend Section 98 of the Constitution to read as follows:

Suspended members may be reinstated by payment of four dollars (\$4.00) reinstatement fee and payment of any assessment or fine specified in

the foregoing section, but shall not be eligible to sick or death benefits until they have been twelve (12) months continuously in good standing.

The committee recommended non-concurrence.

The report of the committee was adopted.

Secretary Baine called attention to the fact that the amendment to Resolution No. 35 provided that members must attend a majority of the meetings during the two years between conventions in order to qualify as a delegate, while another portion of the section provided that a member would have to be attached to the local union for only one year.

After a brief discussion by Delegate Lovely, No. 25; Delegate Dullea, No. 205, and Secretary Baine the action of the convention in adopting the report of the committee on Resolution 35 was reconsidered. The resolution was then recommitted to the committee to correct the error.

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES.

Delegate Cribben, secretary of the committee, reported as follows:

RESOLUTION No. 10.

By Delegates Joseph E. Lacouture and Richard J. McGaughey, Union No. 100.

In view of the fact that at the convention of June, 1915, a committee of three was to be appointed by the General Executive Board to consider the appeal of Thomas H. Fair, of Local No. 100, and

In view of the fact that this committee considered such case without giving him a hearing, and

In view of the fact that we believe this committee misconstrued the intent of the motion of John P. Meade, be it

Resolved, That this convention review the acts of this committee; and be it further

Resolved, That the case be again reopened by this convention.

The committee concurs in the action of the special committee appointed by the General Executive Board.

Delegate Lacouture, No. 100, suggested that a hearing be held on the appeal.

Delegate Lovely, No. 25, suggested that the proper thing to do, if the case were to be reopened, would be to have an appeal from the person directly interested.

Delegate Lacouture, No. 100, stated that he was authorized to represent

Thomas H. Fair, and read the following communication from Mr. Fair:

To the Delegates to the Boot and Shoe Workers' Convention from Local No. 100:

Delegates and Brothers: The appeal which I submitted to the convention held in June, 1915, on the matter of a case of victimization by the W. L. Douglas Shoe Company, of Brockton, against me, and to which convention I looked for a redress of my grievance passed a motion to recommit to the General Executive Board, with power to appoint a committee of three . . . to consider the problem, etc. I desire to state that except in receiving a communication from Brother Baine that such a committee had been appointed I have received no information of any disposition being made of my case.

In view of the fact that this committee has never notified me of any hearing being held or of any investigation being made, and in further view of the fact that the General Executive Board never gave me a hearing where I might present evidence to sustain my contention, but apparently determined my case from statements of the W. L. Douglas Company, I do hereby request that you represent me at the coming convention by introducing resolutions or by other method that my case be further considered and justice rendered me.

Mr. John P. Meade came to me after the convention and said it was the intent of his motion that I be given a hearing, but if such was the case it was not carried out. I herewith submit to you my case as I presented it at the last convention, together with the evidence secured by a committee selected by Local No. 100 to investigate the case. In conclusion I am forced to say my confidence in the efficacy of this Union to protect its members from the "iron heel" of the employer has undergone a vast change. Hoping you will grant the favor I here ask in the name of one who has suffered many knocks in support of its policy. I am fraternally yours,

THOS. H. FAIR.

61 Spring street, Brockton, Mass.

The question was discussed by Delegate Meade, No. 38, and Delegate Lacouture, No. 100.

At the conclusion of the discussion Delegate Meade moved that if Brother Fair appealed to the convention for a hearing it be granted by a committee to be appointed by the General President or by the General Executive Board.

President Tobin: That would be a substitute for the committee's report. The intent, I believe, is to have the hearing in Brockton.

The motion offered by Delegate Meade was carried.

Appeal of Samuel Beck.

To the Officers and Delegates to the Thirteenth Convention of the Boot and Shoe Workers' Union:

I herewith appeal to the convention for a ruling in connection with the recent election of delegates to the convention held in Local 99, Lynn, Mass.

The election was held May 7, 1917, with three candidates for one position. The result was that two candidates received eighteen votes each, while the third received four.

A ruling was received from the General President to the effect that the candidate receiving the lowest vote should be dropped and a second election held. I, therefore, ask the convention to decide whether this ruling was correct. Fraternally yours,

SAMUEL BECK.

Delegate Cribben: The committee concurs in the action of the General President.

The question was discussed by Delegate Maynard, No. 99.

The report of the committee was adopted unanimously.

This completes the report of the committee, which is signed:

JOHN J. LYNN, Chairman;
F. C. CRIBBEN, Secretary;
THOS. LONERGAN,
JAMES FERGUSON,
BERT HUDSON,
PATRICK GILLEN,
WM. THOMPSON,
GEORGE GRAFE,
STEVEN S. DAVIS,
MEYER RUBINSON,
R. F. FINCH,

Committee on Appeals and Grievances.

Secretary Baine read the following communication:

June 22, 1917.

Mr. C. L. Baine, General Secretary,
Boot and Shoe Workers' Union,
Philadelphia, Pa.

Dear Sir: Your very kind letter of June 20th received this A. M., informing me, as Secretary of Philadelphia Lodge No. 54, L. O. O. M., that the thirteenth convention of the Boot and Shoe Workers' Union, in session, voted their thanks to our lodge for the reception tendered them on last Sunday evening.

I will convey these kind feelings to our lodge at our next regular meeting. In the meantime, on behalf of the

twenty thousand members of Philadelphia Lodge, I wish to convey our appreciation to the Boot and Shoe Workers' Union for favoring us by holding their convention in the Moose Auditorium in Philadelphia.

We try at all times to encourage and bring into closer touch the Loyal Order of Moose and the various Union workers throughout the country. The building in which you are now holding your convention was built exclusively by union labor. Not a man was allowed on the building in any trade unless he could show his Union card.

We sincerely trust that your stay in Philadelphia will be profitable to your organization by the legislation that you may pass, and that each and every delegate will enjoy his or her stay and take advantage of seeing the many beautiful and historical things of which Philadelphia is so proud.

With warmest fraternal greetings to the officers and delegates of the Boot and Shoe Workers' Convention, I remain,

Sincerely yours,

J. M. RYAN, Secretary

The communication was received and made part of the records of the convention.

Delegate Wade, No. 210, asked the privilege of the floor to make a brief statement in regard to a paper published by the Newport, Ky., central

body. He stated that the publication was owned, controlled and edited by organized labor and asked the support of those who desired to patronize the paper.

REPORT OF COMMITTEE ON CONSTITUTION.

Delegate Martindale, Secretary of the committee, reported as follows:

Resolution No. 35 resubmitted to the committee for correction: Your committee has carefully considered this question and deems it undesirable to substitute two years for one year. We report concurrence in the original resolution.

The report of the committee was adopted.

Delegate Martindale: This concludes the report of the committee, which is respectfully submitted and signed:

COLLIS LOVELY, Chairman;
GAD MARTINDALE, Secretary;
THOMAS BEASLEY,
CHARLES E. JAMES,
WARREN M. HATCH,
GEORGE MCCARTHY,
ABE YOBLUNCO,
JOHN GRANT,
Z. LESPERANCE,
WM. HEALY,
GEORGE B. WILLIAMS,
Committee on Constitution.

At 5 o'clock the convention was adjourned to 9 A. M., Saturday.

SIXTH DAY—MORNING SESSION

SATURDAY, JUNE 23, 1917

The convention was called to order at 9 o'clock A. M., Vice-President Lovely in the chair.

Absentee: Kane, 31.

Chairman Lovely: By vote of the convention yesterday the election of officers was made a special order for 9 o'clock. That hour has arrived and nominations for General President are now in order.

Delegate Martindale, No. 15: I want to place the name of my co-delegate before this convention for President of this Boot and Shoe Workers' Union. No words of mine could be adequate to the occasion; in fact, you know his ability and his worth as well as I do. It gives me great pleasure to place in nomination Brother John F. Tobin, of Local Union No. 15, Rochester, N. Y.

Nominations were closed and Delegate Meade, No. 38, moved that the Secretary be instructed to cast the vote of the convention for John F. Tobin.

Secretary Baine: In accordance with your instructions, I herewith cast the vote of the convention for John F. Tobin for General President.

Chairman Lovely: The vote is unanimous, and John F. Tobin is elected General President for the ensuing term.

President Tobin in the chair.

Collis Lovely, No. 25, St. Louis, was placed in nomination for Vice-President by Delegate Woracek, No. 90.

Nominations were closed and Delegate McCarthy, No. 243, moved that the Secretary be instructed to cast the vote of the convention for Vice-President Lovely. (Adopted.)

Secretary Baine: In accordance with your instructions, I herewith cast the vote of the convention for Collis Lovely for Vice-President for the ensuing term.

President Tobin: In accordance with the vote announced by the Secretary, I declare Collis Lovely duly elected Vice-President for the ensuing term.

Charles L. Baine, delegate-at-large, was placed in nomination for General Secretary-Treasurer by Delegate Walls, No. 111.

Nominations were closed and Delegate Young, No. 222, moved that the President be instructed to cast the vote of the convention for Secretary Baine. (Adopted.)

President Tobin: In accordance with the vote of the convention, I declare Charles L. Baine duly elected Secretary-Treasurer for the ensuing term.

Delegate Emmet T. Walls, No. 111, Brockton, was placed in nomination for first member of the General Executive Board by Delegate Brennan, No. 111.

Nominations were closed and Delegate Richards, No. 21, moved that the Secretary be instructed to cast the vote of the convention for Emmet T. Walls for first member of the Executive Board. (Adopted.)

Secretary Baine: In accordance with your instructions, I herewith cast the vote of the convention for Emmet T. Walls for first member of the General Executive Board for the ensuing term.

President Tobin: In accordance with the vote announced by the Secretary, I declare Emmet T. Walls duly elected a member of the Executive Board for the ensuing term.

Delegate Warren Hatch, No. 154-0, Brockton, was placed in nomination for second member of the Executive Board by Delegate Dullea, No. 205.

Nominations were closed and Delegate Caffrey, 154-0, moved that the Secretary be instructed to cast the vote of the convention for Delegate Hatch.

Secretary Baine: In accordance with the instructions of this convention, I herewith cast the vote of the convention for Warren Hatch for second member of the General Executive Board for the ensuing term.

President Tobin: In accordance with the vote announced by the Secretary, I declare Delegate Warren Hatch duly elected a member of the Executive Board for the ensuing term.

Delegate Fred M. Knight, No. 453, Haverhill, Mass., was placed in nomination for third member of the General Executive Board by Delegate Healy, No. 1.

the city in which to hold the next convention of the Boot and Shoe Workers' Union. The nomination was seconded by Delegate Yoblunko, No. 93.

Nominations were closed and the Secretary was instructed to cast the vote of the convention for Chicago as the next convention city.

The Secretary complied with the instructions of the convention and Chicago was declared unanimously elected as the city in which to hold the next convention.

Secretary Baine: The following committee has been appointed to represent this organization at the funeral services of our late brother, Walter F. Russell, of Brockton: Emmet T. Walls, No. 111; Warren M. Hatch, No. 154-0; Joseph D. Poltras, No. 118; Daniel F. Healy, No. 1; Daniel E. Whalen, No. 119, Lawrence.

REPORT OF COMMITTEE ON ORGANIZATION.

Delegate Schaeffer, Chairman of the committee, reported as follows:

RESOLUTION No. 11.

By Delegate Daniel J. Sullivan, Union No. 103.

Resolved, That organizers be sent into the State of New Hampshire to arouse interest among the shoe workers for organization in the Boot and Shoe Workers' Union so that conditions may be improved and prices increased.

The committee recommended that the resolution be referred to the General Executive Board, with the further recommendation that the Board take up the request for an organizer for New Hampshire as soon as possible.

The report of the committee was adopted.

RESOLUTION No. 3.

By Delegate Wm. Healey, Union No. 308.

Boston, Mass., June 16, 1917.

Mr. Wm. Healey,

Dear sir and brother—We, the members of the Leather Handlers' Union, Local 308, of the Boot and Shoe Workers' Union, are convinced from past and present experience, that our paramount necessity would be a thorough organization of all the men of our craft. If we could get the majority of the leather handlers in and around Boston organized as members of our

local, then we would have no difficulty in obtaining the recognition of our union, and this once accomplished would place us in a position to deal with the "slackers" for whom we have received various increases in wages since we have been organized and have received nothing in return but the worst kind of ingratitude; so we earnestly request your authorized representative to the B. and S. convention to place these facts as strongly as possible before the members of said convention. Fraternally yours,

LOCAL UNION No. 308.

The committee recommended that the resolution be referred to the General Executive Board for action.

The report of the committee was adopted.

RESOLUTION No. 18.

By Delegates John W. Le Roy, Ida Kelley, Union No. 154-0.

To the Delegates of the Thirteenth Convention of the B. S. W.:

Resolved, That the charter shall be reissued to the membership of the Stitchers' Local No. 154-0 in Brockton, Mass.

ROSE BRADY,
LILLIAN F. GRADY,
ALICE CARR,
GRACE RENN,
LIZZIE R. GORMLEY.

The committee reported that no action was necessary, as the subject matter of the resolution had been acted upon by the convention in the report of the Committee on Officers' Reports.

The report of the committee was adopted.

Chairman Schaeffer: This completes the report of the Committee on Organization, which is respectfully submitted and signed:

JOHN C. SCHAEFFER, Chairman;
FRED M. KNIGHT, Secretary;
LEONARD HOYT,
MICHAEL J. COHAN,
DAVID F. SULLIVAN,
WALTER L. RICE,
EUGENE C. HOWARD,
ALBERT D. SKINNER,
PATRICK J. JENNINGS,
EDGAR DRAGE,

Committee.

REPORT OF COMMITTEE ON APPEALS AND GRIEVANCES.

Delegate Cribben, Secretary of the committee, reported as follows:

Appeal of James H. Ryerson.

General President John F. Tobin and Members of the Boot and Shoe Workers' Union in convention assembled:

I, James H. Ryerson, a member-at-large of the Boot and Shoe Workers' Union of Brockton, Mass., hereby give you notice that I appeal from the decision of the General Executive Board of the Boot and Shoe Workers' Union, which decision was given as a result of charges preferred by Joseph E. Lacouture against me, held at Brockton, January 11, 1917, a committee from said board consisting of Vice-President Collis Lovely, Brothers Warren Hatch and Emmet T. Walls; and I assign the following reasons and submit the following facts, both of which are verified by my oath hereto subjoined.

First, I depose and state that on December 21, 1916, I received a letter from General President John F. Tobin that Brother Joseph E. Lacouture had preferred charges against me which were in substance that I had defamed his character, had made false accusations and had uttered slanderous remarks concerning Brother Lacouture; in said communication no date was assigned for the trial to be based upon said charges.

I immediately wrote to General President John F. Tobin, requesting that Brother Lacouture be compelled to specify more particularly the charges preferred.

Some time afterward, I received a letter from General President Tobin stating that my request for specifications was denied. On the evening of January 9, 1917, I received a notification in Brockton from Boston, postmarked the 8th of January, 1917, at 4 P. M., assigning the 11th of January, 1917, as the date of trial.

I immediately wrote President Tobin asking postponement, stating that witnesses resided in surrounding towns, and further stating that the time given for preparing proper evidence was not sufficient. On January 11, 1917, the date of the trial, I received a notification denying my request for postponement. On January 11, 1917, the trial was held before the members above stated, and, as a penalty, I was transferred to a membership-at-large.

I claim an appeal from the finding of said board and assign for cause the following:

First—That sufficient time was not given for preparing a proper defense.

Second—That the statements made by me against Brother Lacouture, alleged to be slanderous, false and defamatory to his character, were true statements of facts, which I can prove if allowed the opportunity.

Third—That even if said facts were not true, or only partially true, the remarks concerning Brother Lacouture were made before the meeting of the Lasters' Local No. 100, and were made without malice and only for the honest purpose of remedying what I believe to be a serious condition in the affairs of the local.

Therefore, I ask that the matter be reopened and that a new trial be granted.

(Signed) JAMES H. RYERSON.

Subscribed and sworn to before me this 11th day of June, 1917.

(Signed) MAURICE J. MURPHY,
Notary Public.

The committee is of the opinion that the plea of insufficient notice is not justified, and that no useful purpose would be served by reopening the case. We therefore recommend that the decision of the General Executive Board be sustained.

The report of the committee was adopted.

Secretary Cribben: This completes the report of the committee, which is respectfully submitted and signed:

JOHN J. LYNN, Chairman;
F. C. CRIBBEN, Secretary;
THOMAS LONERGAN,
JAMES FERGUSON,
BERT HUDSON,
PATRICK GILLEN,
WILLIAM THOMPSON,
GEORGE GRAFE,
STEVEN F. DAVIS,
MEYER RUBINSON,
R. F. FINCH,

Committee.

President Tobin: The convention seems to have completed its work. I desire to say before closing the convention formally, that it has been my privilege to preside over a good many conventions in my life, but I never before had the experience of presiding over a convention which was so orderly, in which the discussions and debates were conducted in such a friendly and harmonious manner. The general conduct of the delegates

has been exceptionally good. I am proud of our organization, I am proud of the delegates that were sent to our convention. We should all be proud of the fact that we have now an organization that is safe and sound, one that any shoe worker in any part of the country can subscribe to without endangering his liberty, and at the same time materially increase his opportunities for a better life.

The democracy of our organization is paramount to everything else. Some of our critics may talk about czarism, shackling the workers and tying them to their jobs, but our organization has always stood against anything of that kind. Democracy is in our organization, thoroughly implanted, and I hope it will continue to be a democratic organization in which the will of the majority will always find expression. Let us hope, too, that with ripper years the will of the minority will find expression in working in accord with the will of the majority. That is the essential and prominent feature of a democratic organization—that the conclusions of the properly constituted majority

shall be the will of all the membership in any well-conducted organization.

Personally I thank you for your regular attendance at this convention. Our roll calls show that practically all the delegates, in accordance with the well-established custom of our conventions, have been in regular attendance. I hope when we meet in Chicago two years hence we will be able to report even more substantial progress than we have reported in this convention. I want to again extend to you the thanks of the officers for the uniform courtesy which has been extended to us during the deliberations of the convention.

The French delegates sang several songs in their own language. They were joined in singing the "Marseillaise" by all the delegates. Before the formal closing the entire audience arose and sang "The Star-Spangled Banner" and "America."

At 10.30 A. M., Saturday, June 23, President Tobin declared the Thirteenth Convention of the Boot and Shoe Workers' Union adjourned sine die.

Ch. Baune
General Secretary-Treasurer

INDEX

	Page
ADDRESS OF WELCOME	1
AMENDMENTS TO CONSTITUTION—PROPOSED:	
Bond of General Secretary-Treasurer Increased. Resolution No. 32	63, 64
Conventions—	
Qualifications of Delegates. Resolution No. 35	85, 88
Death Benefit to Increase. Resolution No. 22	59, 65
Exemption from Dues After 60 Years of Age and 25 Years of Membership. Resolution No. 17	58, 85
Local Funds to Increase. Resolution No. 9	46, 64
General Executive Board to Report in Detail Semi-annually. Resolution No. 33	63, 71
Local By-laws to be Approved by General Executive Board. Resolution No. 34	63, 64
Referendum Elections. Resolution No. 23	59, 80
Salaries of General Officers. Resolution No. 30	63, 85
Sample Ballots to be Posted in Factories for Local Elections. Resolution No. 25	62, 67, 69
Sick Benefits. Resolution No. 27	62, 64
Suspended Members to be in Good Standing Twelve Months to Qualify for Benefits. Resolution No. 15....	58, 88
APPEALS:	
Samuel Beck	76, 89
P. J. Brasso and Americus Gennaco	6, 43
Thomas Fair. Resolution No. 10	54, 88
J. H. Ryerson	47, 95
ARMY CONTRACTS:	
Resolution No. 8	46, 48
Resolution No. 37	80
COMMITTEES:	
Appointment of Committees	7

INDEX—[Continued]

Appeals and Grievances	43, 88, 95
Constitution	64, 71, 80, 85, 88, 90
Credential	2, 43
Labels	87
Officers' Reports	44, 86
Organization	94
Resolutions	47, 56, 71, 79
Rules	42
CONSTITUTION PRINTED IN FOREIGN LANGUAGES.	
Resolutions Nos. 16 and 19	58, 74, 77
ELECTIONS:	
General President	91
General Vice-President	91
General Secretary-Treasurer	91
General Board Members	91, 92
General Auditors	93
Delegates to American Federation of Labor Convention	93
Convention City	94
GLOVER, HUGH J. Address by	64
HAMILTON, GRANT. Address by	49
INDEPENDENCE FOR IRELAND. Resolution No. 14.....	Jan 58, 80
INVITATIONS FOR NEXT CONVENTION	86
LOCAL MEETINGS CONDUCTED IN FOREIGN LAN- GUAGES. Resolution No. 26	62, 74, 77
MANNING, JOHN J. Address by	78
ORGANIZING CAMPAIGNS:	
New Hampshire. Resolution No. 11	54, 94
Leather Handlers of Boston. Resolution No. 3	41, 94
REFERENDUM ELECTION. Resolution No. 23	59, 80
REPORTS:	
General Auditors	40, 45
General Officers	9
Benefits	14, 45

INDEX—[Continued]

Contract Violations	13, 45
Chloroform Schemes	12, 45
Financial Tables	15, 45
General Policy	10, 44
Increases in Wages	10, 44
The Journal	14, 45
Liberty Bonds	10, 44
Loyalty the Watchword	9, 44
Local Union Funds	38, 86
Need of Conservation	9, 44
Our Course	38, 45
Organizing	11, 45
Special Locals-at-Large	14, 45
Strikes and Lockouts	11, 44
The Shorter Workday	10, 44
The Union Stamp	13, 45
A World Crisis	9, 44

RESOLUTIONS, Miscellaneous:

Army Contracts—	
Resolution No. 8	46, 48
Resolution No. 37	80
Constitution Printed in Foreign Languages. Resolu- tions Nos. 16 and 19	58, 74, 79
Foremen in Union Stamp Factories Dealing With Union Representatives. Resolution No. 31	
	63, 72
High Cost of Living—	
Resolution No. 6	46, 57
Resolution No. 36	79
Independence for Ireland. Resolution No. 14	58, 80
Leather Handlers' Union, No. 308. Resolution No. 3	41, 94
Local Union Meetings Held in Foreign Languages. Resolution No. 26	
	62, 74, 77
Mooney, Billings, et al., San Francisco, Cal. Resolu- tion No. 7	
	46, 56
Old Cash Books Destroyed. Resolution No. 12	54, 71
Organization in New Hampshire, Resolution No. 11	54, 94

INDEX—[Continued]

Pledge of Loyalty and Support to the Government. Resolution No. 28	62, 79
Russian Government Congratulated. Resolution No. 2....	41, 48
Strikes in Non-Union Factories. Resolution No. 4	41, 48
Tobacco Workers' Label Endorsed. Resolution No. 24....	61, 87
Union Stamp Factories to Surrender Stamp if Shoes Are Moved from One Locality to Another. Resolution No. 21	59, 80
Walter Russell, death of. Resolution No. 38	86
Woman Suffrage Endorsed. Resolution No. 1	40, 47
Women Inspectors on Government Contracts. Reso- lution No. 13	57, 72
Welfare Schemes. Resolution No. 5	45, 56, 72
SPECIAL LOCALS-AT-LARGE:	
General Officers' Report	14, 45
Local No. 154-0, Charter Reissue Requested. Resolution No. 18	58, 94
THOMPSON, MRS. MARY. Address of	69
TOBACCO WORKERS' LABEL ENDORSED. Resolution No. 24	61, 87
WELFARE SCHEMES. Resolution No. 5	45, 56, 72
WOMEN TO REPLACE MEN DURING WAR. Resolu- tion No. 29	62, 71
WOMAN SUFFRAGE ENDORSED. Resolution No. 1.....	40, 47

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	Page
THE HUMAN SCRAP HEAP	1
WOMEN AND WAR SERVICE	3
THE MANUFACTURER AND THE WAR	5
DISCOVERING THE UNION LABEL	8

EDITORIALS

PURPOSE OF OUR BENEFITS	10
FOREIGN LANGUAGES	11
ARMY CONTRACTS	12
FOOD CONTROL	13
COAL PRICES	14
THE COUNCIL OF NATIONAL DEFENSE	15
BRIEFS	17

FRENCH DEPARTMENT	18
-----------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	28
DEATH BENEFITS	28
RULES GOVERNING SICK BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

THE HUMAN SCRAP HEAP.

THE extraordinary demand for man power in every country of the civilized world has compelled a recourse to human scrap heaps that have been disregarded for generations, and the discovery has been made that wonderful values have been discarded and left to rust that might well have been put to use in adding to the wealth and happiness of the world.

As increased efficiency in one department of railroad management has led to the mining of scrap heaps of discarded material to the enormous profit of the railroads, and has been followed by systematic assorting of these "discards," and the recovery of millions of dollars' worth of material for which profitable use has been found; so the movement recently inaugurated in Chicago having for its object the return to productive employment of the vast army of men who have been crowded out of industry because of their development of gray hair, regardless of the gray matter which the hair covered, is proving a source of wealth to the country that exceeds even the riches recovered from the low grade dumps which are scattered over the mining districts of the West, and which the present high prices for the minerals have caused to be worked.

The railroad companies have been the worst sinners in the criminal displacement of men who have passed the age of 45 in the working forces of the country. Some of the railroads have gone even further than this absurdly low age limit, and have discriminated against men much younger than 45 in the transportation department. Men of 35 and upwards who are unskilled are absolutely barred from opportunity to secure employment as common laborers, while men who lose their jobs from any cause at 40 find it exceedingly difficult to regain their foothold in the service.

This is the most effective and the most damnable blacklist that could be devised. It has forced into the ranks of the unemployed, and into the police forces, the sanitary departments and into other departments of the public service men of the highest skill in the various branches of railroad service, to the distinct loss of the country. For it is clear that, just as there is loss when land is held idle or devoted to uses other than that to which it is best adapted, or when a high grade machine or tool is used for a service for which a cheaper tool is just as effective, so a perfected human machine condemned to service where its acquired skill is of no use loses an opportunity to be of service to mankind.

That the age limit thus arbitrarily placed upon employment is unwise and unscientific is shown by the record of achievement of men of mature age running all through history. This fact was brought out most effectively in a session of the House of Representatives at Washington a year ago, when "Uncle-Joe" Cannon, who had passed his eightieth year, was the recipient of a remarkable demonstration. Representative Sherwood of Ohio, who is himself older than the distinguished Illinoisan, recounted a few of the achievements of men who would be discarded in the industrial life of America long before they reached the age of their best work. Mr. Sherwood said:

"We are here today with a living and knock-down argument against the theory of Dr. Osler. (Applause and laughter). It is a mistake to suppose that a man who has reached the age of eighty years has reached the acme of his intellectual development. (Applause and laughter). Pope Leo XIII and John Adams were in the full possession of their intellectual powers at ninety. John

Wesley was at the height of his eloquence and at his best at eighty-eight. Michel Angelo painted, at eighty, the greatest single picture that was ever painted since the world began. He made the sky and sunshine glorious with his brush at eighty-three. General von Moltke was still wearing the uniform at eighty-eight, and at seventy he commanded the victorious German army that entered the gates of Paris. George Bancroft was writing deathless history after eighty. Thomas Jefferson, Herbert Spencer, Talleyrand and Voltaire were giving out great ideas at eighty. Tennyson wrote his greatest poem, 'Crossing the Bar,' at eighty-three. Gladstone made his greatest campaign at eighty, and was the master of Great Britain at eighty-three. Humboldt, the naturalist, scientist—the greatest that Germany ever produced—issued his immortal 'Kosmos' at ninety."

But the most disastrous feature of this unwise policy, as it relates to the effect it has upon the fortunes of the railroads themselves, is the antagonism inspired by the sense of injustice implanted in the minds of the victims and of their relatives and associates.

There are actually hundreds of men in San Antonio today who have been unable for years to secure employment at the trade which they have mastered through long years of efficient service because they have passed the age of 45. Very many of them have been willingly listed for services under the United States government at their specialty, for Uncle Sam, in his extremity, does not despise gray hairs where they may be profitably utilized.

They are on the police force of the city. They are constantly being called for jury service; they are officers of election and participants in all the civic activities of the community. Elsewhere they are found in the legislature, in congress, on the judicial bench, on the Interstate Commerce Commission, and in many other positions of honor and public service, where the deadly age limit does not apply.

Always and invariably, however, there rankles in their hearts a sense of the injustice of which they were the victims at the hands of the railroads. They may be ever so fair-minded, upright and just in their actions and their estimates of things; but unconsciously their attitude of mind is influenced to the detriment of the author of the injustice to which they have been subjected, and always the railroads suffer from it.

Then there are the dependent relatives

whose minds are poisoned against the railroads because of the wrongs from which the head of the family has suffered, and which have reacted on their own welfare. Young men now working their way through college, studying law, or otherwise preparing themselves for positions in the world of power and influence, can never forget that the way of preparedness for life's struggle has been made harder for them because the family provider has been suddenly cut off from his income and has been debarred from further remunerative employment by the operation of the deadly age limit.

And still the spokesmen for the railroads cry out against the attitude of hostility to the railroads which have cost them so much in stringent regulation and curtailment of earnings, and rail against the arbitrary conduct of the labor organizations, which demand an ever-growing voice in the management of the railroads and in making conditions governing the employment and discharge of employees.

This infamous discrimination is also responsible for the attitude of many petty bosses toward the older men in the service, who they know will be slow to resent their arbitrary course because they know that once they are separated from the jobs they are holding they will be thrown on the "human scrap heap" regardless of efficiency or ability to meet the requirements of the service.—San Antonio World.



MAY WORK CHEAP BUT NOT VOTE.

State Senator Brown favors admitting illiterate foreigners to this country, but believes no one should vote unless he can read and write the English language.

He has introduced a bill along the latter lines and at a hearing before the judiciary committee declared that he opposed the Burnett immigration restriction law, which debars foreigners who cannot read in any language.—United Mine Workers' Journal.



FORESEEN.

"Did you hear that Jiggs was killed while traveling in Kentucky?"

"No. How was he killed?"

"In a feud."

"And I always told him not to ride in those cheap cars."—Plumbers', Gas and Steam Fitters' Journal.

WOMEN AND WAR SERVICE.

OUT of restriction and repression into opportunity, is the meaning of the war to thousands of women. A development that was taking place slowly now becomes conspicuous when accelerated by the driving necessities of war. In those countries where social organization has been adjusted to meet war needs and purposes, there is no room for the parasitic, and all the "conspicuous consumption" class.

Common danger is a great levelling force that has swept aside the sham and the useless—there is no time or place for the idler or the doer of useless work. Every individual must do his bit of real work and assume his share of responsibility—women and men share alike the common danger and need. Each must work where his or her individual service will count most. In returning to more primitive conditions where men must fight and women must work, much of the artificiality of life disappears.

The fact that women are going out to do the world's work together with men is not in itself an undesirable development. Work is a means of self-expression and development for women as well as men. Work for pay means economic independence which is the only basis for real freedom of any kind. Freedom in the economic world gives women opportunity to choose their own lives, and protects them from being forced into marriage for economic reasons.

The real problem that confronts us at our entrance into the war is not to resist the entrance of women into industry, but so to direct and control the movement that women will be benefited and that their men fellow-workers will not be injured. The necessity for prompt, firm action to this end is already manifest.

When the freight handlers of the Washington Terminal went on strike the management filled their places from among the men office force and then filled the office positions formerly held by men with women who were to work for lower salaries. These women, many of them unconsciously, were virtually used as strike-breakers.

The Pennsylvania Railroad has been making extensive experiment to determine in what positions women may be substituted for men in order that men may be released for military service. Other managers of offices, such as prominent bankers, have an-

nounced beforehand that they intended to expedite enlistment by making arrangements to employ women clerks in the place of men. Many have announced, however, that they did not purpose to pay women the same salaries as was paid the men. From this it is evident that one of the immediate and vital problems that must be met is this purpose to exploit women by paying them lower wages than are paid to men doing the same work.

The methods and purposes of business for private profit did not change overnight with the declaration of war between the United States and Germany. Both men and women must be protected against exploitation of this kind. The one provision that can assure this protection is equal pay for equal work. When women refuse to work more cheaply than men, financial interests will not direct employers to substitute women for men, but choose from among both men and women upon a basis of value of service.

It is clear that in the months to come women will enter industry and business life in rapidly increasing numbers. Conscription for war service creates a new work that only men can perform, while at the same time makes more imperative continuous output from industry and commerce and operation of transportation agencies. Women must do their part of this work essential to the nation's success in winning the war, but their work must be directed and organized in accord with standards of physical welfare, self-respect and freedom. Women will have to work out their own salvation—they can not depend upon men for this. This necessitates intelligent self-interest and co-operation among women.

If women direct their entrance into the business world intelligently and organize industrial relationships equitably, they can avert long and needless struggles against established injustice. This is work to be done by women's organizations, together with the trade unions of men.

One effort of the women to deal with this problem is very promising. When the United Cigar Stores Company of New York City began to make provisions for women to take the places of men who might desire to enlist for the war, they asked representatives of the Woman's Suffrage Party if

they could furnish women. These representatives replied they could if the women who took the men's places should receive the same pay as a man would receive taking the same place. This means that a woman beginner would be paid the same as a man beginner. The Woman's Suffrage Party, through its War Service Enrollment Bureau will help to fill vacancies from the lists of women enrolled with them. The women will first be trained in the school of salesmanship conducted by the United Cigar Stores Company and be given pay while being instructed in their duties. This is the usual procedure with men. Their pay will be increased as they become more proficient exactly with the pay of men similarly employed.

In this national emergency upon women will fall men's responsibilities as well as men's work. They can fulfill their obligations only when given equal pay.

It would be unwise to look upon this development of the war as temporary—to be met with makeshifts. Many of the men will go to the firing line never to return. Women's responsibilities will be permanent.

The jagged furrows the war will cut across the nations involved in it will mean a new world at the close of the war. It is idle to imagine that pre-war conditions can ever re-established—probably it would be unwise to desire. Changes are whirling upon changes. If the war is worth the fighting, these changes ought to count for liberty and democracy. Changes ought to be in furtherance of permanent ideals.

Instead of clinging to the past, we ought to plan boldly for a splendid world after the war—a world of new-found liberty where each shall assume full responsibility for their own lives.

True women have no desire to shirk responsibility or duty as mothers of the race, but they demand the right to give their performance of duty moral value possible only when the volition is assured.

The slogan, "Equal pay for equal work," which women have raised to protect their interests at this time is in furtherance of the highest ideals of womanhood. It expresses self-respect, conscious of ability to render service, jealously guarding dignity against undervaluation in the eyes of others.

Women want to give service to the nation, but they want that service to be something more than exploitation. If sacrifice is made it ought to profit the nation, not private gain.—Florence C. Thorne, in American Federationist.

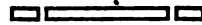
WAGE INSURANCE.

Insurance is unquestionably as necessary, if not more so, for the wage earner than for any one else.

There can be no doubt but that insurance against sickness, accident, unemployment, old age, and death are of the greatest value to the wage earners, and the wage earners themselves have shown their high regard for insurance through the organization of fraternal, beneficial organizations and the establishing of sick, unemployment and death insurance features in their trade unions. But unquestionably the most important form of insurance for the wage earners is wage insurance. The insurance which guarantees to them that their wage rate will not only be protected, but that it will be increased.

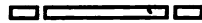
The only form of wage insurance society, which can be of any practical value, is trade unionism.

Regardless of the other features which have been incorporated into the trade union movement, by far the most important is the wage insurance feature, unless we add the fact that in addition to wage insurance the trade union movement exists for the purpose of guaranteeing to the wage earner his industrial and constitutional rights.



THE WOMAN AND THE HOG.

The relative value of a woman and a hog was illustrated in Wisconsin recently. A woman wrote to the governor that she had a large family to support and was suffering with tuberculosis and desired state aid. About the same time a letter was received from a man who desired aid for a hog which showed symptoms of cholera. The governor sent word to the woman that no appropriation had been made for tuberculosis victims, and at the same time a man was hurriedly dispatched with a supply of cholera serum to the rescue of the hog. This incident tells its own story without further comment.



Labor's interest are superior and prior to the interests of capital; the protection of labor's interests are of vital importance to the nation. Without steady employment at remunerative wages, labor's interests are jeopardized; without steady employment labor's purchasing power is curtailed. A diminished purchasing power of the masses tends to clog the wheels of industry, discourage enterprise, and retards the healthy growth of the industries of the country.

THE MANUFACTURER AND THE WAR.

*By COLONEL GEORGE POPE,
President, National Association of Manufacturers.*

IN this unprecedented crisis in which our destiny is so seriously involved, it becomes our solemn duty to appraise and determine what services we, as an organization of American manufacturers, can perform for our country's needs. Patriotism is not confined to the splendor of military valor. Loyal service and patriotic impulses are just as necessary to industry and agriculture as on a bloody battlefield. The precision of the gunner in actual battle is no less important than the precision of a mechanic in whose hand the gun is made. Both are compatriots; both are an honor to the flag for which they fight and labor.

In his proclamation to the American people, on the 15th of last April, President Wilson said:

"The manufacturer does not need to be told, I hope, that the nation looks to him to speed and perfect every process, and I want only to remind his employees that their service is absolutely indispensable and is counted on by every man who loves the country and its liberties."

I know that American manufacturers will respond nobly and patriotically to the above appeal of the President of the United States. In this critical time all partisanship is displaced. All elements that make up our vast industrial and commercial fabric are united and are working to a common end. The present service to our nation is dedicated without reserve, for no higher impulse can dominate our people than love of country and the performance of the highest duties of citizenship.

As the President points out, the manufacturer must perfect every process. This means co-ordination, co-operation, and intelligent direction. It means the standards for labor and production, which have been evolved by patient effort in the past years, are to remain the rules of conduct in the gigantic task of industry in its support of the Government. But the perfecting of processes of manufacture do not relate entirely to mechanical production. It includes a better and a finer relationship between employer and employe, in their joint attitude toward industry itself. It implies a

quicken impulse for each to perform his particular task in the consciousness that it is national service. It implies the scrupulous safeguard of the workers, the subordination of selfish interest, in whatever form the temptation may arise. Never in our history has the opportunity been presented to demonstrate to the world the real patriotism of American industry. We are being nationalized as a people, and our vast industrial sources are being integrated. We are translating the present into a future of industrial security and tranquility. Last month the Council of National Defense issued an important proclamation to the workers and employers of our country. The Council urged that neither employer nor employes should take advantage of the country's necessities to change existing standards. It urged the maintenance of existing safeguards for the health and welfare of workers, and that no departure from such existing standards should be taken without the consent of the Council of National Defense, and that the suspension of any standard, in case of emergency, be for a period not longer than the duration of the war. I take it for granted that we today accept the spirit and purpose of this recommendation, which already our Board of Directors has approved.

In February, 1916, there was brought to the attention of the Board of Directors a proposition of an educational movement to interest employers, employes and the public. This proposition was approved and it was at once entered upon. Some little time was consumed in organizing the movement, but, in due course, it was fairly launched. This was the beginning of the National Industrial Conservation Movement, the inceptors of which had in view the formation of a great triple alliance in which the public should combine with capital and labor for the protection and unrestricted development of American industry. In order to perfect such an alliance, however, two grave obstacles had to be overcome through a comprehensive campaign of education. First, all friction between capital and labor must be eliminated, and employers and employes

must be taught to realize that their best interests lay in a sensible program of co-operation.

Thus the seed of conservation fell on fertile ground and took root. Through the press, the forum, and the screen, it has spread its doctrines of co-operation and preparedness broadcast. The entrance of the United States into the war caused no abatement of the conservation campaign. Redoubled efforts have been made in the work to convince all factors in industry that an application of the principles of conservation will enable America's manufacturing facilities to meet the excessive demands of war as well as the trade perils of the reconstruction period.

During our meetings for the two years past, allusions have been made to the European war, but we have not realized its serious importance; possibly because we have not kept officially informed as to the details of its progress. But there has undoubtedly been a feeling that this country would be involved in this great struggle, and we have been engrossed in the production and manufacture of articles needed by the warring nations to such an extent that we were led to believe that our mission was one of commerce more than anything else. But now we are at war, and, as each individual is of the nation, it means that each citizen is personally at war. Only recently the extreme seriousness of the situation has been brought to our attention, and now the fact is beyond question that we must physically and commercially enter into this great world struggle for democracy. Not only does this involve the offering of the lives of those whose fortune it is actually to go into the line of battle, but also all the energy and patriotism of each individual who remains at home. It is apparent that the struggle is far from over, that our part in the great effort is not only to provide a fighting line, but also to furnish food and munitions as well as men to the nations with whom we are allied. Before these can be furnished, a path across the Atlantic must be opened and held securely for the safe passage of all products for which this country is relied upon by those nations which are rapidly exhausting their own resources.

In our large agricultural districts during the past year a shortage of labor was largely responsible for a considerable decrease in our agricultural production. Unless there is a co-ordination of effort, the prospect is not more cheering for the present year. I feel that I am presenting no new phases of these conditions to you nor do I

regard myself as a pessimist; but no man looking carefully and with consideration at the facts in a case can be regarded as a true optimist, no matter how alluringly he may present the case. Our farmers must have help and I believe that they must turn to our manufacturers for a considerable amount of that assistance. The increase in wages in manufacturing sections during the past two years has drawn from the agricultural districts an immense number who otherwise would remain upon the farms. It is within the power of the manufacturers to alleviate this condition to a very considerable extent, and in certain local sections it is already being accomplished; though it may be at the inconvenience and possibly at a financial loss to the manufacturers. In the manufacturing sections adjacent to agricultural districts, the manufacturers can do much at certain times during the summer and fall by sparing or detailing from their manufacturing force men and boys to work on the crops. This is really a matter of primary importance to every individual and to the nation. Without sufficient food the manufacturer must suffer as well as others, and such help from the manufacturer to the farmer will create a feeling of friendship and insure a bond of fellowship, by uniting the interests of the two great productive elements of our country to an extent that has never before existed. Such arrangements, if entered into, must be done locally, and while the national movement can only impress upon the individual the importance of this matter, local organizations depending upon conditions which vary widely, can do much to co-operate and produce results which will be of greatest importance to the nation's success.

As a people we scarcely believed it possible that we would be drawn actively into this world war, which finds us in a state of unpreparedness, second probably to that of no other nation on the world. For this condition we should not, must not, put the blame on the present administration. Preceding administrations for decades have neglected the United States Army; the tendency has been to reduce rather than to enlarge. No matter how courageous, how willing, a body of untrained men, it is little better than a mob pitted against trained and seasoned soldiers. It is a gigantic task, not only to provide all they require—clothing, arms, munitions and food. In providing these necessities for our own army as well as for our Allies, the question of waste must be seriously considered. It is not enough that there are a given number of people to

feed, either at home or abroad, but in war the question of waste is a most serious one, which must be reckoned with, imposing upon the people of the United States an increased burden. Our present administration has a stupendous task before it, increased many fold by the recent decision to hurry our army into the field of France.

Criticism of our nation administration today will not serve in any way to help along in the preparations for the immense task before us. I present to you the very simple proposition that each American citizen be a patriot. I have faith and belief that every American citizen is a patriot and will do what he can, even though it be little to help along the tremendous work before the nation. If each individual citizen will do this, remembering that it requires a larger number of individuals at home to provide for the smaller number of individuals in the battle line; then there is plenty of work and important work—for all work pertaining to the care of the nation, to the feeding of our Allies, to the providing of our army with its necessities is important. I would like, therefore, to leave you today, the thought that it is the duty of each and every one, of men, of women, and of minors, who have reached the age where they can realize or partially realize, the importance of the work before us, that each and every one can help.

The present generation cannot realize what war is. No description of a devastated country, of a conquered people, or of a battlefield can, except in a small way, make the people appreciate its reality. If we cannot support and aid our Allies—and that soon—the realization of the horrors of war may come to us in our own land, before we can possibly be properly prepared to repel such nations as may strike us.

It is not a question now of whether we will try or not, it is that we **MUST** succeed, and every citizen must feel that this burden is his own and carry such of the weight upon his shoulders as he can bear.

□ □ □ □ MERELY A SAILOR.

THE Story of the 'Arabic' is an interesting contribution to a recent issue of the Outlook. The writer, who was one of the survivors, comments upon the calmness of his fellow passengers, not only during the three hours before they were picked up by a British gunboat, but afterward as well. As evidence of that calmness he tells of a conversation with a woman on board, the subject of which was phonetic spelling. He says:

"Not the least interesting feature of this conversation is the fact that it was carried on over the prostrate body of my cabin steward, who was suffering acute pain from a crushed chest, and whose face, with a bleeding wound in the forehead, was rapidly becoming unrecognizable through the deposit of soot and cinders which fell, like a fine black hail, upon the deck. The injured passengers had been carried below, where all the comforts and luxuries of a small warship in active service were at their disposal; but this man, being merely a member of the crew, was left on deck."

The phrase "merely a member of the crew" is not nearly as bad as one we have all read, and of which the following (with slight variations) is a fairly good example:

"The ship is a total loss, but fortunately fully covered by insurance; there were no passengers on the ill-fated vessel and no lives were lost except (insert number) members of the crew."

Somehow, members of a ship's crew are expected to accept death as a mere matter of routine.

Like members of a city's police and fire department, every sailor is expected to be calm, strong and courageous in the hour of danger. And if need be, the man who is "merely a sailor" is expected to take serious risks and long chances without consideration of his own safety.

But right there the similarity comes to an end. Unlike the guardians of safety ashore the seamen is seldom regarded or treated as a potential hero. If by the power of his economic organization he receives a wage as high as \$50 per month, he is considered all too well paid. If he becomes disabled or killed in the performance of his duty there is no pension for him or his dependents. The few State Compensation laws which apply to seamen are hopelessly inadequate to meet the numerous cases of injury and death which occur in the interstate and offshore traffic. Congress has been roundly abused by the reactionary press for passing the Seamen's Act. Nevertheless, so far as Workmen's Compensation is concerned, the American seaman remains the least protected worker under the jurisdiction of the Stars and Stripes.

To be "merely a member of the crew" means to work hard, live hard and die hard.

But let us not despair. Tomorrow is also a day! That word "merely" has a charmed life, but some day in the not far distant future it will be considered out of place when used in connection with the "commonest" sailor.—Coast Seamen's Journal.

DISCOVERING THE UNION LABEL.

TO give them their due the annual meetings of the National Association of Manufacturers are always interesting in a two-fold sense: They are instructive, aye, educational when they deal with problems of American trade developments and expansion, and, on the other hand, highly diverting when they deal with the ever present problems of capital and labor, particularly the attitude of the associated manufacturers toward organized labor. No where else does one find expressed more clearly and in a spirit of such inexorable finality the settled convictions of your rabid anti-unionist; no where else does one find the assumption more generally accepted that every advance made by labor means that the world is going to the bow-wows.

Variety, someone has truthfully remarked, is the spice of life, so in a mood that welcomed either instruction or amusement, I recently glanced through the proceedings of the twenty-second annual convention of the Manufacturers which was held in New York recently. I laid it down again, I confess, with a sense of disappointment. Something seemed to be lacking; the old defiant ring calling upon all to rally to the cause of sacred capital against the encroachments of labor, which used to characterize previous conventions, was strangely missing from the addresses.

In fact, Colonel Pope's annual address lacked the customary vim and pep of yore and left labor down lightly. Of other old familiar faces, James A. Emery devoted himself to wartime legislation and expressed serious concern lest Congress tax excessive incomes; Dr. Newell Dwight Hillis injected a new note into the proceedings with his talk on the present war and its relation to democracy, while James E. Watson, the Indiana senator, sketched the trend of congressional action and voiced the customary sentiments of "big business" regarding war taxation.

One speaker, however, who showed sparks of the old time spirit of pugnacity toward labor was Frederick J. Koster, president of the San Francisco Chamber of Commerce. Koster apparently believes himself divinely appointed to be the Moses who will lead anti-union manufacturers to a promised land where "the unions cease from troubling" and the toilers are content—content to work

unceasingly and uncomplainingly. He gave a very biased account of the labor situation in San Francisco and told of the formation of the notorious "law and order committee" which many believe was the main source of whatever turmoil and disorder has occurred in that city. Incidentally, there is food for reflection in his admission, judging from recent developments in San Francisco, that the "law and order committee" raised a huge fund of "approximately \$1,000,000 subject to the control of that committee without recourse or without review" for the purpose of fighting trade unionism.

Strangely enough Koster wound up with the admission that the unions so far had had the best of the battle and he paid an unconscious tribute to organized labor by remarking that "in whatever we do we find we are confronted with a tremendously national organization." He also petulantly complained that "we have not anything as yet that is fit to cope with such an organization as the American Federation of Labor." Well, Koster is out to perfect such an organization.

Other aspects of the convention were of a dull, humdrum nature. The patriotic ardor of the manufacturers was expressed in a series of resolutions wherein loyalty to the flag was affirmed on the one hand and the government urgently besought to go slow in taxing big corporations and swollen incomes on the other.

The resolutions adopted ranged from a protest against an excess profits tax to industrial education, but the one which interested the writer most was that which dealt with the union label. Apart from the windy platitudes contained therein, the resolution specifically commits the National Association of Manufacturers to a task almost as big apparently as that "saving the world for democracy;" we can in our mind's eye see the manufacturer legions going forth to rescue manufacturers, merchants, the general public and American womanhood from the desperate attacks of the unscrupulous Label Trades' Department. What union man, for instance, could imagine that that department in its comparatively short career would develop such deadly marksmanship as would require such heroic action on the part of the National Association of Manufacturers!

But after all, the world is not wholly lost, there is a gleam of hope for the non-unionist, for the union label movement, so the resolution tells us, is merely a chimera, a delusion and a snare, created by the disingenuous and dishonest trade unionist to fasten his hold upon the public and further his nefarious ends. We are also told that the demand created for the union label is purely artificial, that the belief that the union article is superior to the scab article is a myth; that merchants are bulldozed into stocking union made goods through misrepresentation by union agents of the buying power of labor; in short, that the union label campaign instituted by the labor unions is one gigantic trick and confidence game.

Of course, these are the old threadbare arguments, hoary and toothless with age, which have been used since union hating employers first set their eyes upon the union label and nearly died of apoplexy. Arguments of the kind have such a hollow ring at the present day that a man stone deaf, as well as blind and dumb, would recognize their falsity.

A matter of considerable chagrin to the associated manufacturers and evidently the main reason for the introduction of this resolution at their convention is the fact that the A. F. of L. and the Label Trades' Department is carrying the label campaign to women's organizations and consumers' leagues throughout the country. The substantial results that are being obtained in this hitherto undeveloped field as the aims and objects of trade unionism are being brought home to thinking women, no doubt prove a thorn in the side of the anti-unionist and accordingly they are striving hard to counteract it.

One need scarcely waste time in answering the charges preferred. The main allegation, for instance, that the demand for the label is based upon misrepresentation is not only silly but simply ludicrous. Organized labor is now more powerful than ever before and its influence more widespread. The masses of the people are acquainted with its aims and objects and are in sympathy and accord with them. The market for union labeled goods has been firmly created and it is constantly growing; thousands of fair manufacturers and merchants can testify to the effect. Furthermore, the label has become a tangible asset in the trade union movement. Union made articles are a synonym for good and efficient workmanship and a guarantee of sanitariness, in contradistinction from the sweatshop article.

The union label has nothing to fear from

such assaults upon it, and it takes no more than ordinary keenness to detect that the National Association of Manufacturers is worried by the vogue of the label; to paraphrase Shakespeare, the Association "doth protest too much." Why, one wonders, if the label is a negligible quantity, if it is moribund and about to sink into innocuous disuse, why, oh, why, does the associated manufacturers waste valuable time planning to combat it?

The labor movement can well afford to disregard such attacks, but it cannot afford to slacken its efforts to popularize the label. The work must go on and every available ounce of trade union energy must be turned into channels which will bring union label goods and their merits more persistently to the attention of the general public.—P. J. Doyle, in *The Carpenter*.



"SECRETS OF SUCCESS."

By Professor Arthur Bateman.

BE Reliable—Johnny on the spot all the time, whether in the workshop, at the association meeting, or in time of trouble. A brother in need is a brother indeed, so in times of stress be right there.

Be Honest—You owe so much to yourself that you can't afford to owe anybody else. Keep out of debt and abhor graft or purchase a railway ticket one way and use it.

Be Truthful—Don't lie, it wastes other people's time as well as your own. It does no good anyway, and you are sure to be caught in the long run.

Be Industrious—Take a greater interest in your work than the clock. Work against time and back the time to win. Don't intend to do a thing, but get busy with it today. Tomorrow never comes.

Be Ambitious—The men who get ahead are the men who try to get ahead, who try to find new and better methods than those in existence. Life without a purpose is hopeless and your work becomes a drudgery. You can soar to heights unheard of and explore depths untouched as yet.

Be Resolute—Stick to your purpose with a tenacity which no earthly argument can shatter. In your daily affairs or those of the Brotherhood, adhere to your resolution with a fixed determination of purpose which can only result in ultimate success.

Be Fearless—Stand firm in your endeavors in spite of all criticisms. Wash away forever all yellow streaks and force the whole world to give way to you.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers. Address all letters to the Editor and Manager.



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PURPOSE OF OUR BENEFITS.

IN our recent convention at Philadelphia an amendment was offered intending to increase the death benefit paid by our union. While the attempt was not successful, it found some measure of support for the reason, as we believe, that some of the members do not understand the true purpose of the benefits paid by this union, and it is for this reason we deem it advisable to make some comments upon the subject at this time.

As is well known to all of our membership, the present death benefit is \$50 in the case of a member who has been six months in continuously good standing, and \$100 in the case of a member who has been two years in continuously good standing. The proposed amendment, which was defeated, left undisturbed the \$50 benefit for a member six months in continuously good standing, but proposed that the death benefit of a member two years in continuously good standing should be \$200, and that in the case of a member five years continuously in good standing it should be \$300.

Without questioning the sincerity of those who proposed this amendment and supported it, we want to say that we believe the proposed legislation is diametrically opposed to the interests of this union. As we understand it, this is a labor organization, its purpose being to obtain benefits for its members while they are living. If its chief purpose was to be an insurance organization, it should cease its efforts to build up union stamp demand, to employ organizers and business agents. It should not have any strikes because it should not be engaged in the effort to obtain better wages and conditions of labor, but should

devote itself solely to insurance and fraternal beneficiary matters.

We know that it was never the intention that the Boot and Shoe Workers' Union should be an insurance organization. All that was contemplated was to pay a sick benefit sufficiently large to be of assistance to the member in distress, to help take care of the living workers who are sick, and when the worker dies, providing he is a good standing member, a death benefit, which should insure the expenses of a modest funeral, is provided.

In other words, we want to take care of the living industrial soldier, and, when the soldier dies, be of some assistance to provide a decent interment of his remains.

These benefits, being intended wholly as a means of increasing the efficiency of the trade union, are offered as an incentive for those members who maintain themselves in continuously good standing. When we depart from that idea by increasing these benefits, then we inject into our organization an element of insurance which diverts a large portion of the energy and the funds of the organization away from movements to organize and to obtain better wages and conditions of labor, and devotes them to the work of insurance.

This means nothing more nor less than that instead of trying to improve the conditions of the living, we will be paying money to the representatives of those who have passed from the industrial field.

It is true that we are accumulating funds. It is also true that those accumulated funds are the bulwark of the organization in our relations with the employers. Dissipate those funds and our position will not be as strong. Employers do not make any assault upon us under the present condition, but let them see us with an empty treasury and it might be different.

Another thing: We are in a war—the extent and duration of it no man knows. Neither do we know what the condition will be at the end of the war. It would be a crime to do anything to impair the strength of this union at any time, and especially so when the future is so uncertain and we need to make our union as strong as it can possibly be.

Since this union adopted 25c dues in 1899, there has not been a single assessment

levied by the general union upon the membership direct. Should any amendment be adopted increasing the benefits, we would be obliged to choose between levying assessments and seeing our funds depleted. The more the benefits are increased, the more frequent assessments will become, and we do not think a condition of frequent assessments would be beneficial to our union.

But, to our way of thinking, the fundamental reason why such legislation is unsound, either this year or at any other time, is because this is a live, militant trade union whose main purpose is to secure better wages and working conditions for its members now, while they are alive. This may be a cold-blooded way of looking at it, but it is a fact our union has a policy of its own. It may be unlike other unions, but it is successful, and it does not propose to be diverted from its present course.

FOREIGN LANGUAGES.

FOR some years an opinion has been expressed, to a greater or less extent in our conventions, that the foreign languages spoken by some of the members of this organization were not receiving sufficient recognition. This idea took shape at the recent convention in Philadelphia in the introduction of a resolution calling for the printing of the Constitution in several foreign languages; and another resolution was introduced calling for the holding of separate meetings of members speaking the same foreign language.

This is a very important matter because it furnishes a first-class opportunity to make a mistake. First of all, we want to differentiate between the French language as spoken in Montreal and in the Province of Quebec, and the numerous foreign languages as spoken in the United States in different sections where different foreign nationalities have considerable numbers. In Montreal this union enters a French speaking province of Canada where French is the language of the country, and we therefore owe our French speaking members some obligation to address them in their own language in their own country. If we were seeking membership in Armenia, we should address them in Armenian language.

But the proposals to print the Constitution in foreign languages for circulation here and to authorize the different nationalities that might be members of one local union to hold meetings separately, virtually means to deny the one principle, the estab-

lishment of which is needed in the labor organizations of this country beyond all others; namely, the principle of unity.

Outside of the French speaking province of Quebec, English is the language throughout the jurisdiction of this union. Every person, speaking a foreign language and working in shoe factories in the United States or Canada outside of the province of Quebec, is obliged to become accustomed to receive orders in English because that is the language that is spoken as a general rule.

We do not seek to deny any of these foreign nationalities any right. We welcome them into our membership. We seek their affiliation with our union, because we know that unity of the workers of our craft is essential to the betterment of the conditions surrounding our industry.

We submit, however, that these different nationalities either come among us to stay or they come among us for temporary purposes. If they come to stay, they must need to learn the English language, and the longer they colonize themselves in their own language, the longer will unity of thought and of action be deferred.

If they come among us for temporary purposes, intending soon to return to their native lands, there will appear to be no sufficient reason why we should assist them to maintain themselves in national isolation while they are here.

If they persist in using their own language and in refusing to learn English, they are not becoming Americans, but are simply a foreign colony existing in America for the time being.

From the standpoint of trade unionism, consider the situation, when different nationalities embraced in one local union hold separate meetings in their own tongue. In the discussion that took place on this resolution in the convention, one delegate said that the Lithuanian membership of his union held a separate meeting in their own language to decide whether they wanted to accept a certain proposal involving an advance in wages. He said they decided that they wanted to accept it and therefore they all went down in a body to the regular union meeting and so voted.

Probably the vote of this foreign language group was cast upon the right side in the particular instance, but there is a principle involved in that line of procedure that is extremely obnoxious. Suppose every nationality did the same thing; what would we have? Why, simply so many different groups speaking different tongues, each holding a caucus of its own, and then going

to the local union meeting and casting its vote as a solid block without any discussion or fair consideration of any issue in its broad aspects by the whole membership of the local union embracing all the nationalities.

It amounts to nothing less than caucus pact meetings, a condition under which the efficiency of the trade union must rapidly become impaired.

If it were considered sound policy to print the Constitution in foreign languages and to have foreign language meetings within the local unions, where should that theory stop? In one town in Massachusetts that the writer knows of, 27 foreign languages are spoken; in another town, 19. It is fair to say that everyone of these foreign languages is represented in the shoe industry at one place or another.

We have heard of a meeting of shoe-workers where six languages were spoken, but it was in one meeting, and so anyone who could understand the different languages could know what was being said. If we were to print our Constitution in four languages, why not eight, twelve or twenty? And if there are to be three groups of different nationalities within a local union holding caucuses to decide how they shall vote, why not six, nine or twelve? Why not have each nationality select a leader who shall carry the votes of that nationality in his vest pocket? Then let these leaders come to the local union meeting and cast the vote in true ward politician style. However sincere those of our foreign born membership, who advocate the use of foreign languages, may be, that use of foreign languages is not in the interest of unity of the shoe craft, nor in the interest of the effectiveness of the Boot and Shoe Workers' Union.

Instances without number can be cited where men of foreign birth come to this country ignorant of our language, but learn it and then become active in our union affairs. They are setting the example that ought to be followed by all of their compatriots; and the highest service they can render is to encourage their fellow-nationalists to study our common language so that we can all meet understandingly in the same room and not be divided into small groups speaking different languages. We must move toward unity and not toward separation.



Be a union man in practice, and you can preach on unionism all you want.

ARMY CONTRACTS.

THE subject of army contracts received some consideration at the hands of our recent convention, several resolutions being introduced protesting against the award of army shoe contracts to non-union shoe manufacturing concerns, requesting the general board to endeavor to secure the award of such contracts to union shops.

It seems to be a fact that most of the army shoe contracts go to non-union concerns, though some union shoe factories did secure a part of the last order. Some conflicting statements are being made which are hard to analyze.

For instance, we are told that the government received bids for over 9,000,000 pairs of shoes, and then they awarded something over 3,000,000 pairs by the process of scaling down the quantities of shoes which the shoe manufacturing concerns offered to build. We also understand that some concerns that bid for army shoe contracts did not get any. This would very naturally be the case if, where 9,000,000 pairs were offered, contracts were placed calling for something over 3,000,000 pairs.

The most singular fact in connection with this, to our mind, is that the McElwain Co. should receive a large order at 15c per pair more than some of the other manufacturers, awarded contracts on the same shoe. Here is a concern of boasted efficiency, and a noted non-union concern, getting 15c a pair more for its army shoes than many other smaller concerns, and, as we believe, union factories included among them.

This has been explained, or attempted to be explained, by Julius Rosenwald, chairman of the committee on supplies of the Council of National Defense. His statement, however, is at variance with the facts as we understand them. We have understood that several large shoe manufacturing concerns bid on the army shoe contract, but received no orders.

The Shoe and Leather Reporter of July 26, 1917, publishes Mr. Rosenwald's statement, and in the same editorial says that one New England manufacturer sent in a bid for \$4.94 for the marching shoe, but that his bid was too high as other manufacturers were willing to produce the shoes at \$4.79 or less. This statement does not square with Mr. Rosenwald's statement, that only 47 manufacturers put in bids, and that as each of them would only make a small portion of the shoes required, it became necessary to parcel out the contracts to all of the 47 bidders.

According to the Reporter, at least one bidder did not get any orders, and we know of others. The Shoe and Leather Reporter uses these incidents to criticize Congressmen and Senators for jumping at conclusions; that there is something inconsistent, to say the least, when the McElwain Co. secures a contract at 15c per pair more than some of the other bidders. To our way of thinking, the Shoe and Leather Reporter has not, by any means, made a complete analysis. The Reporter goes on to prove that the men making the army shoes will not make any money—barely getting new dollars for old ones. If this is true, concerns that are fortunate enough to have an extra 15c per pair will certainly have a better chance for a profit.

But there is another side to the army shoe contracts that found expression in our convention, and that is the fact that in some of these factories, making army shoes, the percentage of alien labor is very high and these aliens, owing no allegiance to our flag or country, may continue to be employed making shoes for our soldiers and sailors, while many shoeworkers who are citizens of the United States may be either out of employment, or, being subject to draft for service in the military forces of the United States, may be at the front fighting for their country.

As set forth in one of the resolutions that was adopted, such a condition of affairs is unjust and unfair to the people of this country who are loyal and true to this government.

So far in awarding army shoe contracts, the government has evidently given preference to non-union concerns and has even paid them higher prices. This amounts to a discrimination against citizens who support the government and in favor of aliens who do not support the government.

It is true that there are aliens employed in union factories, and no doubt there are aliens who are members of this union; but we submit that the percentage of American citizenship is higher in the union factories than it is in the non-union factories.

At all events, we are opposed to the government contracts being used as a means of making the non-union concerns more rich and more powerful in their position of opposing the rights and liberties of the wage earners. Trade unionism does not ask for mercy; it asks for justice. It protests against the government of its own country siding in with its enemy employers who employ the largest percentage of aliens; thus, with one hand taking the bread and butter

out of the mouths of the families of American citizens, while with the other hand the same American citizens are drafted into the conscription army and sent to the battlefields of Europe, there to face the enemies of our country. It is perhaps not altogether too strong to say that while we trade unionists stand ready to fight the enemies of our country, our government is showing a tendency to give preference to our industrial enemies as against us.

FOOD CONTROL.

MUCH is being said about food control, and legislation has been proposed which may be enacted into law before this reaches our members. The idea, as announced and widely circulated through the newspapers, is for the government, as authorized by Congress, to take a more or less arbitrary control over food supplies and food prices, to the end that extortion be prevented and the public be counseled to be as economical as possible in order that food supplies shall not be wasted and shall not run short.

On the face of it, this seems to be a very commendable movement, but, so far as we can observe, it is not altogether working out well in practice.

So far as the legislation in Congress is concerned, it appears that the Congressmen and Senators, instead of representing the whole people, seem to consider themselves as representing special interests more than at any previous time in the observation of the writer.

In attempting to legislate on the subject of food control, the idea seems to be, not how cheaply can the people be furnished with food, but how dearly. This tendency is probably due to the fact that as the different Congressmen and Senators consider themselves as representing special interests, no measure can be passed except by making different combinations of Senators or Representatives, and so when it comes to a question of food, the Representatives of the chief food producing states assume the role of objectors unless conditions satisfactory to their constituents are incorporated in the measure.

Thus we find an amendment introduced to the food bill guaranteeing the farmers a minimum price of \$2.00 per bushel for wheat. Two dollars a bushel for wheat means flour at \$12.00 to \$14.00 a barrel retail. And this is said to be food control in the interest of the whole people!

But it is reported that farmers are not selling their wheat at \$2.00 per bushel, and there is nothing in the proposed law to compel them to. It is a sort of, heads I win; tails you lose. Wheat shall not be less than \$2.00 a bushel to the farmer, but it may be more. It is reported that the farmers of the West, who are beginning to harvest wheat, are storing it rather than selling it, even at a price approximating \$3.00 per bushel.

With these facts staring us in the face, food control with a minimum price for wheat of \$2.00 per bushel, with a maximum price unfixed, affords little comfort to the wage earner with a family. Under these circumstances, flour, instead of being \$14.00 a barrel, may be \$20.00 or \$25.00 per barrel, and the so-called food control legislation will avail us nothing unless Congress has the courage to make a law; and unless the government has the courage to enforce such a law, that anyone hoarding or holding food supplies may be treated as a malefactor, the supplies can be taken at a fair price and made available for popular use.

Within the last few days the Council of National Defense has caused to be issued and published through the newspapers, the suggestion that if the public would let up in demanding delivery service from the stores, an important saving could be made. They go on to show that grocery store delivery service costs 3 per cent on the sales, and they seek to encourage the public to save that 3 per cent by carrying their own bundles.

In other words, suppose a wage earner's family store bill is \$8.00 a week; then the cost of delivery is 24c a week. In order to earn that 24c or save it, the wage earner, or his wife, or children must go to the store when ordering goods and bring the goods home with them. Perhaps it is a long walk, in which case the 24c will be earned. It may mean a carfare each way, or 10c a day, or 60c a week expended in carfares, besides time, in order to save 24c.

We do not think the average wage earner's family will be very much interested in trying to save the 3 per cent on deliveries as long as conditions are to be maintained under which the very least sum that will purchase a barrel of flour will be \$12.00 to \$14.00 with the amount possibly running up as high as \$25.00.

The prices for other necessities of life are in the same proportion. The writer remembers immediately after the presidential election in 1912, hearing two Democrats discussing the election of Woodrow Wilson, and one of them said that the election of

Wilson meant that the American people did not believe that any piece of a pig was worth 30c a pound. That had reference to the fact that bacon of a good quality at that time was bringing about 30c per pound at retail. Today good quality bacon is 50 per cent higher, or about 45c per pound by the strip at retail, from which it appears that an earnest attempt is being made to educate the American people to the idea that a piece of pig may be worth much more than 30c per pound.

But while these different extortions are being practiced upon the whole people, including those of small earnings, the best that can be done at Washington seems to be to insure the continuance of those conditions. With everything at the highest point known, the fixing of minimum prices by law at the present high level, without any maximum limits, means nothing more or less than continually higher prices for everything we use. If this is the best that the government and the wise business men of this nation can do, it might be well for them to step to one side and let a few trade unionists try their hand.



COAL PRICES.

IN the price of coal the people find the same kind of misrepresentation and disappointment as in the other necessities of life. Last winter we had the highest coal prices we have ever known, and yet subject to very slight local fluctuations. There has been no recession in the price this summer. In fact, for most of this time coal in many sections of our country has been unprocurable. The yards of the local coal dealers have been empty.

Public safety committees in the different states and towns, and government officials at Washington, took up the coal question, and the public was assured that coal would be cheaper and the needs of the people would be supplied. Meetings of coal mine operators were held and statements were published in the newspapers that the coal mine operators had pledged the government that coal would be plentiful and cheap.

Yet, in the closing days of July, we are advised by those most prominent in the movement in the vicinity of Boston to lay in our winter's supply of coal at present prices, which are very, very high, for fear we may not be able to get the coal later on. In other words, the much-vaunted movement to secure a plentiful supply of coal at

lower prices has broken down or has been surrendered to the coal barons.

The advice to lay in a winter's supply of coal maybe very good for men of means, but how shall poor people do that? Suppose a wage earner's family needs four tons of coal or six tons which, at \$10.00 a ton, means \$40.00 to \$60.00, and suppose he does not have the cash; then, as usual, he must wait and buy the coal a quarter or a half ton at a time, as he must have it during the winter season, and pay the highest possible prices for it.

There are some things peculiar about coal prices. For instance, an interior town in Massachusetts whose coal comes partly by water and partly by rail may, at the present time, be paying \$9.50 for coal, while a tide-water city in Massachusetts with coal delivered by all-water freight may be charging \$11.00 or \$12.00 for coal.

We are told that anthracite coal should cost not over \$2.40 to produce at the mine. If this is so, what becomes of the other seven or eight dollars? If it is true that of the price paid for coal one-quarter represents production and three-quarters represents distribution and profit, it is high time that the coal industry be taken away from those to whom, as was said by one of them two years ago, "God in His infinite wisdom had given it."

In attempting to handle the coal question at Washington we have a coal committee of the Council of National Defense. We understand the chairman of this coal committee is a Mr. Peabody who is, himself, personally interested in several large coal companies, producing many million tons of coal per year. Mr. Peabody, of course, is not interested in giving the people coal at the cheapest possible price. Anyway, the first thing we heard of after the announcement was made that coal was to be plentiful and cheap, and that we had the assurances of the coal mine operators to that effect, was that an agreement had been made by which bituminous coal, or soft coal, would be \$3.00 per ton at the mine.

Now here is another evidence of the magnanimity of the coal mine operators. The mine cost of bituminous coal is variously figured by competent authorities, the variations presumably being due to different local conditions. Some say it should not cost over \$1.25, even with recent raises in the pay of the miners taken into account.

It has also been said that 25c per ton net profit has been considered a good profit on bituminous coal. But suppose the ordinary and satisfactory profit were doubled, and

they were given 50c per ton; then the price of bituminous coal at the mine would be \$1.75. Fifteen years ago the writer knew of bituminous coal being delivered by a coal dealer and thrown into the boiler room in the city of St. Louis for \$1.75 per ton. This coal had been freighted to the city and then handled by a coal team. So a price of \$1.75 today at the mine would seem not altogether unreasonable, especially as the outside cost of \$1.25 has been allowed, and 50c, or double the normal profit. In support of this we might mention that during the year 1916, in which coal prices were the highest ever known, the St. Louis Terminal Association made a contract for bituminous coal at \$1.10 per ton, or at least it is so reported.

But the agreement says that the price at the mine shall be \$3.00, or \$1.25 in addition to the normal profit.

When one can conduct a wholesale mining business, the goods to cost \$1.25 and sell them at \$3.00, or a profit of 140 per cent on the investment, to be paid by the public in the form of extortion in war times, it would seem as if there is a good deal of variation in the published attempts to regulate coal prices.



THE COUNCIL OF NATIONAL DEFENSE.

A GREAT deal has been said about the patriotism of the large business men of the country in consenting to serve upon the Council of National Defense, in which capacity they were accredited with public spirit and patriotism in co-operating to serve the nation and to give to the nation in this crisis the benefit of their business knowledge and efficiency.

We were led to expect much from the co-operation of the best business minds of the country on behalf of the nation. It was expected that waste would be eliminated, more direct methods of handling devised, and the purchasing power of the wage earner conserved. It seemed natural to expect these captains of business and of industry to appreciate the desirability of making the wage earner's dollar go a little farther, if for no other reason than to diminish the disposition of the wage earner to ask for more dollars.

But the result thus far of the work of the Council of National Defense does not measure up to these high expectations. From what has taken place, it seems that when these business men strive to serve the government, it is very hard for them to forget that they are still in business, and so, while they are ostensibly serving the nation, it

has occasionally cropped out that they were also turning very neat business deals on their own account.

The latter has grown to be something of a scandal, and there is considerable of a sentiment developing today that no man should serve on the Council of National Defense and, at the same time, sell his own goods to the government.

It is recommended that the committee is to be reorganized, and, from what we hear about it, the men who have been selling their own goods to the government, and expect to continue, will step out, while their associates who have been with them in the past and have co-operated in giving them the business will remain in.

One result of the conditions as they have existed in the Council of National Defense is, that whenever a discussion arises as to what is to be done about a certain commodity, the subject is usually referred to a committee on that subject, and that committee is quite apt to be presided over by a chairman engaged in that particular industry.

Therefore, in the matter of coal, we find a minimum price arranged by a coal operator; and therefore it is natural that the minimum price will be profitable to the interest that he represents. There may be some exceptions to this rule, but the fact remains that the presence of business men on these committees, who are at the same time selling their own goods to the government, is being recognized as objectionable.

It does not make any difference whether they are selling goods to the government or fixing prices at which they will sell goods to the people—the fact remains that business men, who use such positions for the enrichment of their own concerns, are just as guilty as the pork-barrel politicians they have so long criticized.

So far as the Council of National Defense has gone, it has done little to enhance the reputation of the business men in politics. Business men have been in the habit of lamenting the absence of business men from both Houses of Congress, but, judged by recent events, it may be just as well. The rankest kind of politicians might be satisfied to stick the arm into the pork barrel up to the elbow, but it seems nothing less than the shoulder will satisfy some business men.

We know there are some exceptions, and we know there are business men who are serving on the Council of National Defense whose motives are clean and who could be depended upon to do the right thing if given

an opportunity. Unfortunately, however, some of these men are purely ornamental. They grace the Council with their personal membership, but do not happen to be in a position of authority or influence.

There is one respect in particular in which our government can take a leaf and a lesson from the experience of the English government during the present war. Early in the war, the English government found out that the wage earners were entitled to substantial representation in all important government boards and committees. England treated the wage earners as a factor in her public life and in her national existence. Therefore, representatives of the organized wage earners are to be found on all important government boards.

In this country the assumption seems to be that none but the financial successful business men are competent to pass upon commercial and industrial affairs.

Presumably all that the wage earners have to do is to work and hand over the whole of their earnings for a part of the things they need to sustain life, the faction being governed by the prices for the necessities of life that may be fixed by the so-called captains of industry through their co-operative effort in and through the Council of National Defense.

If wage earners are to be expected to do all the work, do all the fighting, and pay all the bills, it seems as if they might have a right to be let in on the ground floor when the plans are being formulated through and by which they will be expected to do all the work, do all the fighting, and pay all the bills.

This matter was taken up in our Philadelphia convention in various ways by resolutions they adopted. The general secretary-treasurer was instructed to request the President of the United States to give representation in the Council of National Defense to the organized shoe trade. That request has been made, but we wish it distinctly understood that we, personally, are not seeking such an appointment. We are simply expressing our mind as to the present workings of the Council of National Defense, and we are also expressing the opinion that the sooner the United States adopts the English method of giving the wage earners adequate representation on these important commissions, the better off the country will be. Trade unionists could hardly do worse than the so-called captains have done; and they might do a whole lot better.

BRIEFS.

Fine words do not make a government.

When the Russian army takes a referendum vote, the Germans gain.

Evidence accumulates that excess of liberty is not freedom.

With the overthrow of autocracy in Russia the pendulum swung too far in the direction of democracy.

The result was that the soldiers at the front refused to continue fighting, retreated to the rear by wholesale, and the Russian democracy, gone drunk with its own liberties, turns into a dictatorship over night.

Kerensky, the leader of the democracy, becomes dictator, and, in order to re-establish democracy, inaugurates a policy of blood and iron with death to all deserters, cowards, spies, and internal oppositionists.

We are not criticizing Kerensky. He must either do this, or permit Russia to return to the old autocracy, or surrender to the German autocracy. His mistake was in assuming that the Russian people, after centuries of oppression, were wise enough to use the opportunities of full democracy in their own interest.

There were a few delegates in our recent Philadelphia convention who argued that, because the Russian soldiers had a vote in their army management, our union should re-establish referendum election of officers. See what the vote in the Russian army has led to. It may cost America millions of lives on the European battlefronts.

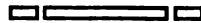
Whenever men co-operate, whether it be in government, in industry, or in business, there must be rules, regulations, and leadership. Someone must be captain of the ship; someone must be in authority; otherwise, the co-operative movement fails. The trouble is there are always some who choose to be independent and are not willing to co-operate. Russia is preparing to kill a few million of those people at this time, and there are some in the United States who could well be spared.

The convention went on record as pledging loyalty and support to the governments

of Canada and the United States involved in the war crisis for democracy and liberty. It further resolved to endeavor to have all brother-workers of foreign birth become citizens of our respective nations, so they will organize and may become more effective and more harmoniously solidified in unity and strength.

The National Women's Trade Union League met in Kansas City, Missouri, June 4th to 9th. The delegates represented 150,000 organized working women of twenty-five different trades. Among other resolutions adopted was one objecting to the United States government placing army shoe orders in non-union shops, and requesting the army and navy departments to place all future orders with union shoe manufacturers where the government would be guaranteed against interruption in the work, and that orders would be filled.

In all the excitement of the war, do not forget the union stamp. Every member of the union should do everything in his power to strengthen the union stamp, for it has helped in the upbuilding of the union and in making it stable. It will always help. It needs your support and will repay many fold. Remember, also, that every time you boost the label of another trade, you are advancing your own. They only way we can qualify to receive assistance is to give it. Some of us will be called upon to sacrifice in the war, but all of us should give something of our time, money, and effort to promote the cause of union labels and trade unionism, which is the movement that serves the wage earner in war time or in peace time without intermission.



CLOSE BUYING.

"COMMEND me to the average woman shopper for real shrewdness," says the manager of a well-known establishment. "We received a visit from one the other day that taught us somethin."

"She was considering the purchase of a yard of silk at 80 cents. The woman's purchase left a remnant of a yard and a half, which the salesgirl suggested that she should take.

"What'll it cost?" asked the shopper.

"Fifty cents."

"I'll take it," was the prompt response, "and you may keep the yard you've torn off."—Youth's Companion.

: FRENCH DEPARTMENT :

BUT DE NOS BÉNÉFICES.

A NOTRE récente convention tenue à Philadelphie on a présenté un amendement dans le but d'augmenter les bénéfices mortuaires de notre Union. La tentative ne réussit pas, mais trouva une certaine mesure d'appui pour la raison, comme nous le croyons, que quelques uns de nos membres ne semblent pas comprendre le but véritable des bénéfices payés par cette Union. Violâ pourquoi nous croyons nécessaire de faire des commentaires à ce sujet.

Ceux qui font partie de l'association savent bien, que le bénéfice mortuaire actuel est de \$50 pour un membre qui a été en bon ordre continuels sur les registres durant six mois, et \$100 pour celui qui l'a été pendant deux ans. L'amendement proposé, qui a été défait, ne touchait la clause se rapportant au bénéfice de \$50 pour un membre de six mois continuels de bon ordre, mais proposait un bénéfice mortuaire de \$200 pour celui qui avait été en bon ordre continuels durant deux ans, et \$300 pour celui qui l'aurait été pendant cinq ans.

Sans mettre en doute la sincérité de ceux qui ont proposé et appuyé cet amendement, nous désirons exprimer l'opinion que cette législation proposée est diamétralement opposée aux intérêts de cette Union. Tel que nous le comprenons, nous avons une organisation laborieuse, son but étant d'obtenir des bénéfices pour ses membres durant leur vie. Si son but principal était d'être une organisation d'assurance, il faudrait cesser les efforts que nous faisons pour augmenter la demande pour le cachet de l'union; il faudrait cesser l'emploi d'organisateurs et d'agents d'affaires. Les grèves n'existeraient plus parce que l'Union ne s'occuperait plus d'obtenir de meilleurs gages et conditions de travail puisqu'elle se dévouerait exclusivement aux choses d'assurance et de bénéfice fraternel.

Nous savons qu'on n'a jamais eu l'intention de faire une organisation d'assurance de l'Union des "Boot and Shoe Workers." On a simplement voulu offrir un bénéfice suffisant, qui aiderait un membre en détresse; assistant dans le soin des travailleurs vivants qui sont malades, et pourvoyant, à la mort d'un membre en bon ordre,

un bénéfice mortuaire, assurant les dépenses de modestes funérailles.

En d'autres mots, nous désirons prendre soin, jusqu'à un certain point, du soldat industriel vivant, et, quand le soldat meurt assurer une inhumation convenable.

Ces bénéfices, dont la seule intention est d'augmenter l'efficacité de l'union de métiers, sont offerts pour stimuler les membres à se maintenir continuellement en bon ordre. Quand nous nous écartons de cette idée en augmentant ces bénéfices, nous introduisons dans notre organisation un élément d'assurance qui détourne une grande partie de l'énergie et des fonds de l'organisation des mouvements de syndiquer et d'obtenir de meilleurs gages et conditions laborieuses, pour s'occuper du travail d'assurance.

Ceci veut simplement dire qu'au lieu d'améliorer les conditions de ceux qui vivent, nous donnerions de l'argent aux représentants de ceux qui ont dû quitter le champ industriel.

Il est vrai que nous accumulons des fonds. Il est aussi vrai que ces fonds accumulés forment le bastion de notre organisation dans nos relations avec les patrons. Notre position d'être aussi puissante si nous dissipons ces fonds. Les patrons ne nous attaquent pas dans les conditions actuelles, mais ce serait sans doute différent s'ils nous voyaient avec un trésor vide.

Autre chose: nous sommes en guerre, et nous n'en connaissons pas la durée. Nous ne connaissons pas plus dans quelle condition nous nous trouverons quand la guerre sera terminée. Ce serait un crime si nous agissions de manière à diminuer la force de cette en aucun temps, surtout quand l'avenir semble si incertain et que nous devons rendre notre organisation aussi puissante que possible.

Depuis que cette Union a adopté les cotisations de 25c en 1899, l'Union générale n'a prélevé aucune contribution supplémentaire. Si l'on adoptait aucun amendement qui augmenterait les bénéfices, nous aurions à choisir entre prélever des contributions supplémentaires ou voir nos fonds disparaître. Plus nous augmenterons les bénéfices, plus nous devons demander des contributions supplémentaires; ce qui serait préjudiciable à notre Union.

Mais, à notre avis, la raison fondamentale

qui nous prouve l'inefficacité d'une telle législation, aujourd'hui et l'avenir, se trouve dans le fait que notre Union est une organisation de métiers vivante et militante dont le but principal est d'assurer de meilleurs gages et conditions de travail pour ses membres maintenant, pendant leur vie. C'est peut-être présenter les choses froidement, mais il est un fait reconnu que notre Union a une ligne de conduite à elle. Nous sommes peut-être différents des autres unions mais nous réussissons, et nous n'avons pas l'intention de changer notre manière d'agir.



LANGUES ETRANGERES.

DEPUIS quelque années nos conventions ont plus ou moins exprimé l'opinion, que les langues étrangères parlées par certains des membres de cette organisation n'étaient pas suffisamment pas reconnues. Cette idée fut développée à la récente convention de Philadelphie par la présentation d'une résolution pour l'impression de la Constitution en plusieurs langues étrangères, on introduisit aussi une autre résolution dans le but d'avoir des réunions séparées de membres parlant la même langue.

Ceci est un sujet de la plus haute importance parce qu'il donne l'occasion de faire erreur. D'abord, nous tenons à reconnaître la différence en la langue française parlée à Montréal et dans la province de Québec, et les langues étrangères nombreuses parlées aux États-Unis dans différentes sections où se trouvent des groupes assez considérables de nationalités étrangères. A Montréal cette Union entre dans une province du Canada où le français est la langue du pays. Nous nous devons donc à nos membres français de les adresser dans la langue du pays. Si nous cherchions des membres en Arménie, nous le ferions dans la langue du pays.

Mais la proposition d'imprimer la constitution en langues étrangères pour circulation en ce pays et pour autoriser les différentes nationalités qui pourraient faire partie d'une locale à tenir des assemblées séparées, ferait disparaître le principe d'unité qui est essentiel plus que tout autre aux organisations de travail de ce pays.

A part la province française de Québec l'anglais est la langue reconnue dans la juridiction de cette Union. Toute personne, parlant une langue étrangère et travaillant dans les manufactures de chaussures aux

États-Unis ou au Canada, à part la province de Québec, est forcée de s'habituer à recevoir les ordres en anglais parce que c'est la langue généralement parlée.

Nous ne cherchons aucunement à en lever les droits d'aucune de ces nationalités. Nous leur donnons la bienvenue parmi nous. Nous désirons les affilier à notre Union, parce que nous savons que l'union des travailleurs d'un métier est essentielle à l'amélioration des conditions se rapportant à notre industrie.

Nous supposons, toutefois, que ces différentes nationalités viennent ici pour y demeurer d'une manière stable ou temporaire. Si elles viennent pour demeurer définitivement, elles ont besoin d'apprendre l'anglais, et le plus longtemps elles formeront des petites colonies dans leur langue, plus l'on retardera l'unité de pensée et d'action.

Si ces gens viennent avec l'idée de demeurer pays natal, nous ne voyons aucune raison suffisante qui nous permettrait de les assister à les maintenir dans une isolation nationale tandis qu'ils sont ici.

S'ils persistent à apprendre l'anglais, ils ne deviennent pas américains, mais ils forment simplement une colonie d'étrangers demeurant en Amérique pour le temps.

Au point de vue de l'unionisme des métiers, considérons la situation, si les différentes nationalités d'une locale tenaient des réunions séparées dans leur propre langue. Dans la discussion qui eut lieu à la convention à propos de cette résolution, un délégué dit que les membres lituaniens de son union avaient eu une réunion séparée dans leur propre langue afin de décider s'ils devraient accepter une certaine proposition se rapportant à une augmentation de gages. Il dit qu'ils décidèrent dans l'affirmative et se rendirent en corps à l'assemblée de l'union régulière où ils votèrent en ce sens.

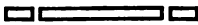
Il est probable que le vote de ce groupe étranger fut correctement donné en cette occasion particulière, mais il existe un principe dans cette ligne de procédure qui est extrêmement répréhensible. Supposons que chaque nationalité ferait la même chose; qu'aurions-nous? Nous aurions l'exemple de différents groupes parlant des langues différentes, tenant des réunions particulières, et se rendant à l'union locale pour voter comme un bloc solide, sans discussion ou considération équitable d'aucune question dans ses aspects par tous les membres d'une union locale embrassant toutes les nationalités.

Cela veut simplement dire des réunions dans lesquelles l'on fait des pactes, condition qui diminuerait rapidement l'efficacité de l'union des métiers.

Si l'on croyait bon d'imprimer la constitution en langues étrangères et d'avoir des réunions en langue étrangère dans les unions locales, où pourrions-nous nous arrêter dans cette théorie? Celui qui écrit ces lignes connaît une localité du Massachusetts où se parlent 27 langues étrangères; on en parle 19 dans une autre. Il est à-peu-près certain que chacune de ces langues est représentée dans l'industrie de chaussures dans une place ou l'autre.

Nous avons entendu parler d'une assemblée de cordonniers dans laquelle l'on parla six langues, mais c'était dans une seule réunion où il était conséquemment facile de transmettre l'interprétation de ce qui se disait. Si nous imprimions notre constitution en quatre langues, pourquoi ne le ferions-nous pas en huit, douze ou vingt? Et si nous devons avoir trois groupes de différentes nationalités dans une union locale, tenant des réunions privées pour décider comment voter, pourquoi ne pas en avoir six, neuf, ou douze? Pourquoi chaque nationalité n'aurait-elle pas un chef qui porterait le vote de cette nationalité dans sa poche de veste? Ces chefs pourraient alors venir aux assemblées de l'union locale et voter en véritable politicien de quartier. Quelque sincère que puisse être l'idée de nos membres nés à l'étranger, favorisant l'usage de langues étrangères, nous ne croyons que ce soit dans l'intérêt de l'unité du métier de chaussures, ni dans l'intérêt de l'Union des "Boot and Shoe Workers."

Nous avons des exemples nombreux d'hommes nés à l'étranger et venant ici sans savoir notre langue; ils l'apprennent et deviennent très-actifs dans les affaires de notre Union. Ils donnent un exemple qui devrait être suivi par leurs compatriotes. Le meilleur service qu'ils puissent leur rendre est de les encourager à apprendre notre langue commune afin qu'il nous soit donné gentille sans être divisés en petits groupes parlant des dangles différentes. Nous devons marcher vers l'unité et non vers la séparation.



CONTROLE ALIMENTAIRE.

AN a dit beaucoup à-propos du contrôle des vivres, et l'on a proposé une législation qui sera peut-être adoptée avant que ceci parvienne à nos membres. L'idée, tel qu'annoncé dans la presse, est de donner au gouvernement, avec l'autorisation du congrès, le contrôle plus ou moins arbitraire sur les produits alimentaires et les prix, afin de prévenir l'extorsion, demandant au pu-

blic d'être aussi économique que possible afin d'éviter le gaspillage des produits alimentaires, ce qui résulterait en rareté de ces produits.

A première vue, ce mouvement paraît louable, mais, après observation, la pratique ne travaille pas bien.

Si nous considérons la législation dans le Congrès, l'on dirait que les membres du congrès et les sénateurs, au lieu de représenter le peuple, semblent s'occuper d'intérêts spéciaux plus que jamais auparavant. C'est l'observation de celui qui écrit ces lignes.

En cherchant à légiférer sur le sujet du contrôle alimentaire, l'idée n'est pas, apparemment, de fournir le peuple à bon marché, mais d'augmenter les prix. Cette tendance est probablement due au fait que, puisque les différents membres du congrès et sénateurs se considèrent comme les représentants d'intérêts spéciaux, il est impossible de passer des mesures à moins d'assurer certaines combinaisons de sénateurs ou de représentants. C'est ainsi que quand il s'agit d'une question de vivres, les représentants des principaux états productifs prennent le rôle d'opposants à moins que des conditions satisfaisantes à leurs constituants soient incorporées dans la mesure.

Ainsi nous trouvons un amendement garantissant aux fermiers un prix minimum de \$2.00 par boisseau pour le blé. Deux dollars le boisseau pour le blé veulent dire que le prix du détail de la farine sera de \$12.00 à \$14.00 le quart. Et l'on appelle cela contrôle alimentaire dans l'intérêt du peuple!

Mais l'on rapporte que les fermiers ne vendent pas leur blé à \$2.00 le boisseau, et il n'existe rien dans la loi proposée pour les y obliger. C'est une sorte de, têtes je gagne; queues je perds. Le blé ne sera pas moins de \$2.00 pour le fermier, mais il peut être plus. On rapporte que les fermiers de l'ouest qui commencent à récolter le blé, l'emmagasinent au lieu de la vendre, même au prix de \$3.00 le boisseau.

Avec ces faits auxquels nous faisons face, le contrôle alimentaire avec un prix minimum de \$2.00 le boisseau pour le blé, et un prix maximum qui n'est pas fixé, le travailleur à gages avec une famille n'a que peu à espérer. Sous ces circonstances, au d'être \$14.00 le quart, la farine se cendra peut-être \$20.00 ou \$25.00, et la législation du contrôle alimentaire nous sera de rien à moins que le Congrès ait le courage de passer une loi; et à moins que le gouvernement ait le courage de mettre une telle loi en force, traitant comme malfaiteurs ceux qui accumulent et retiennent les produits alimentaires, ces produits ne peuvent être pris à

un prix équitable pour l'avantage du public.

Depuis quelques jours le Conseil de la défense nationale, au moyen de la presse, a suggéré au public de ne pas exiger la livraison des articles achetés dans les magasins, ce qui serait une économie importante. L'on démontre que le service de livraison des marchés de provisions coûte 3 per cent sur les ventes, et l'on demande au public d'économiser ce montant en portant ses propres paquets.

En d'autres mats, supposons que le travailleur à gages achète pour \$8.00 par semaine pour sa famille chez le marchand de provisions; la livraison serait de 24c par semaine. Afin de gagner ce 24c ou de l'épargner, le travailleur, ou son épouse, ou les enfants doivent aller au magasin et faire leur propre livraison. C'est peut-être une longue marche; dans ce cas l'on gagne 24c. Peut-être faudra-t-il dépenser 10c par jour ou 60c par semaine pour le tramway, sans compter le temps, afin d'épargner le 24c.

Nous ne croyons pas que la moyenne des familles des travailleurs à gages s'intéressera à épargner 3 per cent sur les livraisons aussi longtemps que l'on maintiendra sous lesquelles l'on devra donner, au moins, \$12.00 ou \$14.00, et peut-être \$25.00 pour un quart de farine.

Les prix pour autres nécessités de la vie sont dans les mêmes proportions. Celui qui écrit ces lignes se rappelle, qu' aussitôt après l'élection présidentielle de 1912, il entendait deux démocrates discuter l'élection de Woodrow Wilson. L'un disait que l'élection de Wilson démontrait que le peuple ne croyait pas que le porc valait 20c la livre. Ceci avait référence au fait que le bacon de bonne qualité se vendait pour 30c la livre au détail. Aujourd' hui le bacon de bonne qualité est 50 per cent plus élevé, ou à-peu-près 4c la livre à la bande au détail. Apparemment, l'on veut habituer le peuple américain à l'idée qu' un morceau de porc peut valoir encore plus que 30c la livre.

Mais tandis que ces diverses extorsions se pratiquent sur tout le peuple, ceux de médiocres moyens inclus, il paraîtrait qu' à Washington, l'on ne peut faire mieux que de laisser ces conditions se continuer. Avec tout au plus haut prix connu, l'établissement d'un prix minimum par la loi à un si haut degré, sans fixer les limites du maximum, veut simplement dire que les prix vont continuellement continuer à avancer sur tous les articles dont nous nous servons. Si c'est le mieux que le gouvernement et les sages hommes d'affaires de la nation peuvent faire, l'on améliorerait peut-être les choses si ces gens prenaient congé pour voir ce que feraient nos unionistes de métiers.

PETITES NOTES.

Les belles paroles ne font pas un gouvernement.

Quand l'armée russe prend un vote de referendum, les allemands gagnent.

L'évidence accumulée prouve que l'excès de liberté n'est pas la liberté.

Par le renversement de l'autocratie en Russie le pendule s'est rendu trop loin dans la direction de la démocratie.

Le résultat fut que les soldats du front refusèrent de continuer le combat; ils rétrahirent russe, enivrée de ses propres libertés, se change en dictature en une nuit.

Kerenzy, le chef de la démocratie, devient dictateur, et, pour rétablir la démocratie, inaugure une ère de sang et de fer avec mort aux déserteurs, aux lâches, aux espions, et aux opposants intérieurs.

Nous ne censurons pas Kerenzy. Il lui faut agir ainsi, ou laisser la Russie retourner à la vieille autocratie, ou se livrer à l'autocratie allemande. Il a fait erreur en supposant que le peuple russe, après des siècles d'oppression, aurait la sagesse de se servir des opportunités d'une démocratie entière dans son propre intérêt.

A la récente convention de Philadelphie quelques délégués ont raisonné que, parce que les soldats russes avaient dans la direction de l'armée, notre Union devrait rétablir l'élection des officiers par referendum. Voyez ce qui est résulté du vote de l'armée russe. L'Amérique perdue peut-être des millions de vies sur le front européen.

Quand les hommes coopèrent, que ce soit dans le gouvernement, dans l'industrie, ou en affaires, il faut des règlements et une direction. Quelqu' un doit être capitaine du navire; quelqu' un doit avoir l'autorité; autrement le mouvement coopératif ne saurait réussir. Malheureusement, nous voyons toujours des gens qui préfèrent être indépendants et ne veulent pas coopérer. La Russie se prépare actuellement à tuer quelques millions de ces gens, et les États-Unis pourraient bien en épargner un bon nombre.

La convention a promis loyauté et appui aux gouvernements du Canada et des États-Unis qui sont engagés dans la guerre pour la démocratie et la liberté. Elle a de plus

résolu d'engager tous les compagnons de travail nés à l'étranger de devenir citoyens de nos nations respectives, afin qu' ils s'organisent et deviennent plus efficaces et se solidifient plus harmonieusement en unité et force.

La "National Women's Trade Union League" s'est réunie à Kansas City, Missouri, du 4 au 9 juin. Les déléguées représentaient 150,000 femmes travailleuses syndiquées de vingt-cinq différents métiers. Au nombre d'autres résolutions adoptées nous en trouvons une s'opposant à ce que le gouvernement des États-Unis placent des commandes de chaussures pour l'armée dans des manufactures non-unionistes, et demandant, qu' à l'avenir, les départements de l'armée et de la marine placent les commandes chez les manufacturiers de chaussures unionistes où le gouvernement serait garanti contre toute interruption dans le travail, et assuré que les commandes seraient remplies.

Dans l'excitation de la guerre, n'oubliez pas le cachet de l'Union. Chaque membre de l'Union devrait faire son possible pour rendre le cachet plus fort, parce qu' il a contribué à construire l'union et à la rendre stable. Le cachet aidera toujours. Vous lui devez votre appui puisqu' il vous si utile. Rappelez-vous, aussi, que chaque fois que vous vous intéressez au cachet d'un autre métier vous avancez le vôtre. Le meilleur moyen de recevoir de l'aide est d'en donner. Quelques uns de nous devront faire des sacrifices durant la guerre, mais tous, tant que nous sommes, devons donner de notre temps, de notre argent, et de notre travail pour promouvoir la cause des cachets des unions de métiers. Voilà le mouvement qui sert le travailleur à gages en temps de guerre ou de temps sans intermission.



THE UNION LABEL.

MEMBERS of labor unions are not the only ones who should be concerned about the union label. Every lover of humanity should take an interest in the work of promoting the label. Every lover of health and personal comfort should take an interest in the work of making the label universal.

One trouble with labor and its efforts to make the label popular is the lack of systematic endeavor. Too much stress is laid upon the union end of it, and not enough upon the humane end of it. Every woman with a heart big enough to feel a thrill of

sympathy for her fellows ought to know what the label means, and it is the duty of labor to teach all such persons. Even the most chronic bargain hunter would, if she were made fully aware of the facts, hesitate before buying a wrapper or a nightdress or underwear if she knew it was made in a room infested with the germs of tuberculosis, typhoid, smallpox, diphtheria or a thousand other diseases. And yet that is the risk that every woman takes when she buys such articles made in "sweatshops." More especially would any tender-hearted woman hesitate to buy them if she knew that those articles were made by the unrequited toil of helpless and hopeless widows, starving children and toddling infants whose eyes never saw a flower in bloom or the green grass growing, and who never knew what it was to be free from the pangs of hunger. The absence of the label means that the goods might be—and doubtless were—made under just such conditions. The presence of the label is a guarantee that they were made under healthful conditions by adult labor that received a living wage.

Why shouldn't women in all walks of life take an interest in a movement that means so much to their sisters? If the humane women of this land would stop for a moment and think of all the misery and woe their bargain rushes cause their unfortunate sisters; if they would pause for a moment and think of the cruelty inflicted upon helpless children by their efforts to get "bargains," they would certainly quit it and be willing to pay fair prices for fair goods made by happy women amid healthy surroundings. The woman whose attention is called to these things and who pays no attention, but goes right on profiting by the sweat and sorrows of her sisters and the hunger and grief of God's little ones, is not worthy the name of woman.

Without doubt the union label means a whole lot more than we have been giving it credit for. It means more than temporary profit. It means hope and happiness for millions. It means life to tens of thousands. It means joy to thousands of children, love to mothers and new ambitions to thousands of despairing men.

If you are not insistently demanding the label, you are untrue to your obligations as a union man or woman. If you are not insistently demanding the label, you are untrue to your fellows. If you are not preaching virtues of the label to your non-union friends, you are not a proper missionary and should receive a new baptism of the union spirit.—Organized Labor.

THE UNION-MADE LABEL VS. THE PRISON-MADE LABEL.

FOR years organized labor has been striving to secure the enactment of statutory legislation that would prevent or limit the trafficking in convict-made merchandise. In some states laws have been adopted that are stringent, in others measures have been passed that are effective in name only, but in no case are the laws as effective as would be the concentrated purchasing of labor.

In many states legislatures have turned a deaf ear to the demands of labor for protection from this unfair competition (unfair alike to free workers and fair employers), by refusing to enact a "convict-made" label law, on the excuse that to do so would seriously hamper the work of the state prison. The argument that prisoners must be provided with some occupation to occupy their minds and prevent their lapsing into mental incompetents is well enough, so far as it goes, but it fails to excuse the continuance of prison competition with the products of free labor. Other and better means of improving the minds and time of convicts are available besides that of making them inanimate cogs in the machinery of production on a fat prison contract.

But this is not the phase of the subject that is interesting us as organized workers. In our ability to demand the union label on almost every article of merchandise which we purchase, labor has in its hands an immediate and most effective remedy. Members of legislatures, who dissented from the views of organized labor, frankly admitted that they would not purchase articles branded as prison-made. Let us be equally frank and determined that we will not purchase goods that do not bear the union label of the craft, having legitimate jurisdiction, and we will not only be providing an effective barrier against the traffic in prison-made goods, but will also be presenting an effective answer to the eight billion dollar combine of capital recently formed to combat further progress of the organized labor movement.

Lurking in the shadows of every non-labeled article of merchandise there lie the subtle foes of organized labor. In whatever line you care to examine, there are organized enemies of labor, and these make their presence felt by refusing to allow the union label on their merchandise. Some organizations of workers have dwindled in membership and effectiveness, not because of any natural fault in their methods, but rather because of the indifference of labor itself.

If organized and unorganized labor had been consistent in their demands for the label of the broom makers, for instance, prison competition would practically have been wiped out. Apply the same tactics to other articles manufactured in prisons, which run the whole gamut of commerce, and there would soon be an end to this compulsory production on the part of confined men.

There is a message in this for the organized farmers, numbering several millions as well as for the unions of craftsmen. If the workers are to be free they will become so as the result of their own efforts only, and not the least of these is their power to purchase the product of organized free workers bearing the union label of honest toil, fair conditions (at the same time sanitary) and the shorter workday.—Bricklayers' Journal.



HIS REMINDER.

"NOW, children," said the visiting minister, who had been asked to question the Sunday school, "with what did Samson arm himself to fight against the Philistines?"

None of the children could tell him.

"Oh, yes, you know!" he said, and to help them he tapped his jaw with one finger. "What is this?" he asked.

This jogged their memories, and the class cried in chorus: "The jawbone of an ass!"



TWO Irishmen were looking at some clocks one day and one told the other: "Well, whatever you do, Mike, don't buy a cuckoo clock."

"Why?" says Mike.

"Well," said Pat, "I was coming home one morning about three o'clock and, of course, my wife had to wake up. She asked what time it was and I told her eleven. Well, just then the old clock started and cuckooed three times, and I had to cuckoo the rest of the eleven to save my life."



SAVED TWO.

A FARMER arrived very late at a country doctor's house and requested him to come instantly to a distant farm. The doctor hitched up and drove furiously. Upon arrival he was asked, "What fee?"

"Three dollars," replied the doctor, surprised.

The farmer paid. "There ye are, Doc; that durned liveryman wanted five."—The Railway Clerk.

AN UNDELIVERED SERMON.

THERE is a short sermon that was not preached last Sunday:

"On this glorious morning it is my intention to say a few words out of the ordinary. In doing so I would assure my hearers that there is nothing personal intended to any of those present. My remarks are based upon an inspection and investigation which I made the past week."

After the choir had regaled those assembled with a fitting song, the sermon was taken up.

"As you undoubtedly know, brothers and sisters, our city is one of the largest devoted to a certain industry. It has often puzzled me just why the death rate among certain workers is greatly in excess of the rate in the families of those who employ them. Especially is this true of the babies. I found that the death rate among babies of the workers was just exactly seven times greater than among the babies of their employers. It has been a strenuous week for me, but it has been a fruitful one.

"We here, this beautiful morning, may well thank God that our lives were not cast along the lines of the workers and hewers, in that sense of going to mill and factory early and leaving late in the day.

"I found in one house in a certain district a married couple living on the ground floor. It was proper that this should be so, for in the basement of that house I found many bachelors keeping a sort of house; washing their foul-smelling clothes on the Sabbath day, and serving meals made up of black bread, garlic, cheese, and washed down with cans of beer.

"On the second floor I found 'bachelor girls,' and while they did not eat quite as hearty a meal and drink quite as much beer as the men bachelors, they lived approximately the same kind of a life. I asked the married couple on the ground floor why such a state of affairs existed. With astonishment in their eyes and faces they informed me that they could not get enough money ahead to assume the renting of a ground floor, and hence could not afford to assume the marriage relation.

"Wages were too low, was the invariable answer.

"And yet, my dear brothers and sisters, on this beautiful Sabbath morning we should be profoundly thankful that our lives were not cast in that kind of environment.

"It may be well to know that those owning the plants in which those workers sell

their labor are among our great philanthropists.

"There is hardly a charity to which they do not contribute. Our great seats of learning number them among their patrons and patronesses. Undoubtedly the awful mortality among the babies born to the workers in that district is due to the poor care given by the mothers, and I would suggest that our visiting nurses call upon those women and endeavor to show them the errors of ill feeding and slovenliness."

The above sermon might have been fitted to those who gain a livelihood working in the stockyards of Chicago, or it might apply to some of the other great industries.

An investigation has shown that seven times as many babies die under two years of age among J. Ogden Armour's working people as in the exclusive Lake Shore district, a little way to the east.

Of course those working people are in intimate touch and contact with the shambles in the slaughter houses, and they eventually revert to that stage of man where the only instinct is that of the brute.—Labor World.



INSURANCE.

INSURANCE is unquestionably as necessary, if not more so, for the wage earner than for any one else.

There can be doubt but that insurance against sickness, accident, unemployment, old age, and death are of the greatest value to the wage earners, and the wage earners themselves have shown their high regard for insurance through the organization of fraternal, beneficial organizations and the establishing of sick, unemployment, and death insurance features in their trade-unions. But unquestionably the most important form of insurance for the wage earners is wage insurance. The insurance which guarantees to them that their wage rate will be increased.

The only form of wage insurance society which can be of any practical value, is trade-unionism.

Regardless of the other features which have been incorporated into the trade-union movement, by far the most important is the wage insurance feature, unless we add the fact that in addition to wage insurance the trade-union movement exists for the purpose of guaranteeing to the wage earner his industrial and institutional rights.

AN INSUPPRESSIBLE QUESTION.

"WELL, what are you going to do about it?" That tantalizing query has for ages been addressed by the strong to the weak. Sometimes it has been effectively answered, but never while the strong remained strong and the weak continued to be weak.

Old Boss Tweed—erroneously supposed to be the originator of the query—frequently asked those he robbed what they were going to do about it. He asked them in vain for years. Finally he grew weaker politically, while his heretofore victims grew stronger, and then they showed him—by actually doing something about it.

But he was not the originator of the query, except, perhaps, in the form of the words above quoted. It has been asked throughout the ages. And the only effective answer has been couched in terms of strength.

Thousands of years ago, as Scripture relates, the Israelites and Philistines were about to meet in mortal combat. The Israelitish array seemed so formidable that some of the Philistines began to apprehend disaster, and, no doubt, some, more timorous than the others, asked what was to be done about it. The answer came: "Be strong and acquit yourselves like men, O ye Philistines!" The Philistines went into the scrap and won out.

But they did not become strong because they were ordered or advised to. They must have had exactly the same strength before the advice as they had after it. Perhaps they may have "acquitted" themselves better because of the adjuration. But had they not possessed sufficient strength that would not have saved them.

In the present European war the only answer to the query is formulated in terms of strength. The strong will win. The victory is to those stronger in numbers, in intelligence, in resources and ability to use them. And victory is always taken to prove that fact.

We Socialists are continually confronted with the same taunting query. A thousand mocking voices from the ranks of the exploiting classes and their retainers ask us jeeringly: "Well, what are you going to do about it?"

The Rockefeller Foundation should be abolished and its funds confiscated to public uses, says the Industrial Relations Commission's report. And Rockefeller scornfully asks: "Well, what are you going to do about it?"

The Supreme Court declares unconstitutional some labor legislation that the toil of years has placed upon the statute books. What are you going to do about it?

Or capitalist politicians insert a "joker" in the framework of such legislation and render it null and void. Again, what are you going to do about it?

Labor is systematically robbed, swindled, deceived, and plundered. Imprisoned and murdered also. Women and children are sweated and overworked and starved and done to death. Prostitution grows apace; the slum flourishes; unemployment still prevails; low wages are the order of the day. In a thousand different forms of misery, suffering, want, sickness and death fall upon the useful class, the working class, and one investigation after another shows the same condition. But ever arise the sneering query: "What are you going to do about it?"

It is stereotyped, hackneyed, overhandled and dulled through ceaseless repetition. But, nevertheless, it is always asked.

And ever the real answer must be couched in terms of strength—of power. Things which cannot be given or created by urging, but which must be attained.

Our despoilers and tyrants are small in number, but strong in intelligence and resources, and the ability to use them. We are strong in numbers, but weak in all other things. The balance of power is on their side. What are you going to do about it.—Iron City Trades Journal.



WORKERS WITHOUT A GRIEVANCE!

REPRESENTATIVES of Mr. Rockefeller's "union" met with officers of the Colorado Fuel and Iron Company and renewed their allegiance to the new organization. The miners presented no grievances and are said to be entirely satisfied with their wages, working hours and general treatment.

Let us be thankful! At last the world has a living model of an "ideal union."

No pestiferous agitators will be permitted to sow the seeds of discontent in Rockefeller's union.

No walking delegate will harass and annoy the men in charge of the works.

Rockefeller himself will see to it that the workers will get all that is coming to them, as, in fact, he has already done.

"The proof of the pudding is in the eating."

Are not the Rockefeller employees without a single grievance?—Exchange.

POWER OF THE UNION LABEL TO RIGHT ECONOMIC WRONGS.

THE question is often asked: "What one feature of organized labor stands out most prominently in its efforts to benefit the union workers of the land?" The answer, in some cases, depends largely on the trade or calling of the one doing the answering. But, on the whole, boosting the union label is the outstanding activity if one is to consider the whole mass of organized labor.

The desire on the part of organized labor to give the buying public a chance to discriminate between the products of fair and unfair employers quickened into life the union label.

When organized labor first started to educate its own members, and those who sympathized with the aims and desires of the trade unionists, up to the point of demanding the label when purchasing goods, very little opposition to the label was brought forward by unfair employers. But after this campaign of education had taken root, and the members of organized labor were made aware of the great possibilities of the label, opposition began to spring up from many sources. Of course, this protest could be traced to those who were antagonistic to all that organized labor had ever proposed.

If the union label did not stand for anything—if any employer could use it without having to comply with conditions that he would not otherwise have to comply with—there would be no opposition to the union label.

The mere fact that every employer who believes in low wages and long hours is opposed to the union label is conclusive proof that the union label means better wages and less hours.

Anything that has tendency to have employers treat employees fairly is worthy of respect, hence the union label is respected by every person who respects the rights of others.

If the union label is a good thing for organized labor—and all of us realize that it is—then it becomes the duty of every member of organized labor to purchase only union-made goods. Money spent in that way comes right back into the pockets of organized labor. When a person spends money for union-made goods, that person immediately becomes an employer of union labor.

By creating a demand for union-made goods collective bargaining becomes easier. If any employer finds that his goods must bear the union label if he wants to sell them,

he is apt to be more reasonable when it comes to negotiating wage scales and reducing the hours of labor.

The union label is the emblem of human progress. The label has done more for the women and children of this land than has any other one thing. The label, to a large extent, is responsible for the partial elimination of the sweat shop; it has taken the child from industry; it has established a shorter workday; it has been of vast assistance in maintaining union conditions; it has established the superiority of the union workman in every branch of industry that it has touched.

Every member of organized labor can take part in any activity dealing with the union label. In fact, it is the layman of the organized labor movement that must boost the union label.

Let every union man and woman make the following New Year resolution: "Beginning with the New Year I will, as far as possible, try to be a consistent member of organized labor, by boosting the label of every union."

And the way to boost all labels is to purchase union-labeled goods to the exclusion of others.

ISN'T THE EFFORT WORTH WHILE?
—Chas. T. Scott, in Los Angeles Citizen.

NATURAL CURIOSITY.

THEY visited the museum and were looking at the statue of a Roman gladiator. One of his arms was broken off, his left leg ended at the knee, his helmet was battered and there were several patches on his face. He represented "Victory."

"I say," said one of the visitors to his companion, "if that fellow won, I would like to see the bloke who lost."—Exchange.

A TRIVIAL MATTER.

THE first slice of the goose had been cut, and the negro minister, who had been invited, looked at it with as keen anticipation as was displayed in the faces around him.

"Dat's as fine a goose as I ever saw, Brudder Williams," he said to his host. "Where did you get such a fine one?"

"Well, now, Mistah Rawley," said the carver of the goose, with a sudden access of dignity, "when you preach a special good sermon, I never axes you where you got it. Seems to me that's a trivial matter, anyway."

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68	Charles Kennedy,	Cincinnati, O.
74	Takia Mullis,	Brockton, Mass.
"0" 154	Lucretia L. Abrahamsan,	Brockton, Mass.
"0" 154	Claire Plouf,	Brockton, Mass.
163	Charles J. Hager,	No. Adams, Mass.
210	Andrew M. Green,	Cincinnati, O.
227	Victor J. Andrews,	Rochester, N. Y.
229	Mae Kelley,	Boston, Mass.
257	Edouard St. Amand,	St. Hyacinthe, P. Q.
347	Fred Tann,	Hamilton, Ohio
"0" 357	Constantine Welch,	Bridgewater, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.

5. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

6. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.



RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention of the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately and report separately, to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon books to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

13. Members claiming benefits and desiring to leave the jurisdiction of the local union, must first secure permission from the General Secretary-Treasurer.



DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General-Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO AUGUST 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory
No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco, Cal.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- *39 Knipe Brothers, Inc., Ward Hill, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.

- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *73 Civilian Shoe Co., Ward Hill, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Kelfer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kinsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- *101 Regal Shoe Co., Milford, Mass.
- 102 Granger Shoe Co., Haverhill, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- *162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellet Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.

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- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.

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- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- 185 Cramer Shoe Mfg. Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Can.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes, manufactured by Geo. E. Keith Co., No. 9 Factory, Boston.
- *344 Rideau Shoe Co., Ltd., Massionneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Can.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK
PATRONIZE UNION REPAIR SHOPS



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	Page
WAR WORK IN ENGLAND	1
INDUSTRIAL DEMOCRACY	5
PROFIT AND WAR	7

EDITORIALS

EVERY DAY IS LABOR DAY	9
THE PRESIDENT AND PEACE	9
THE WORKERS AND THE GOVERN- MENT	11
RESPONSIBILITY FOR ANARCHY	12
INSURE THE SOLDIERS	13
LABOR WILL SPEAK FOR ITSELF	14
BRIEFS	15

FRENCH DEPARTMENT	16
-----------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	27
DEATH BENEFITS	28
RULES GOVERNING SICK BENEFITS	28
LIST OF STAMP FACTORIES	29

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



Entered as Second-Class Matter August 18, 1911, at the Post Office at
Boston, Massachusetts, under the Act of July 16, 1894.

Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

WAR WORK IN ENGLAND.

EMPLYING interests in the United States, or rather some of them, to be fair to the rest, are trying to take advantage of war conditions to break down the labor laws that have been enacted in the various states, and also to break down the labor conditions that have been established by the trade unions in many years of persistent and consecutive effort.

Only within a few days we read of important mill interests in the state of North Carolina attempting to break down the child labor laws recently enacted by congress notwithstanding the fact that child labor laws have been needed in the southern states and that it has long been apparent that if some greedy employers had their way, the human race would soon be run out from the process of working children at tender years and preventing any adult life whatever.

We have been told repeatedly that, owing to the war conditions in England, labor conditions had been revolutionized and that practically all labor laws had been suspended as well as whatever rules or regulations the trade unions of Great Britain had been able to establish after many years of effort.

What are the facts with regard to war work in England? We propose to deal with this question as it affects the trade of shoe-making inasmuch as that is a trade with which all of our readers are familiar.

We have at hand an agreement signed by the Federated Associations of Shoe Manufacturers on the one side and the National Union of Boot and Shoe Operatives upon the other, and countersigned by the chief industrial commissioner representing the

government. This agreement relates to the employment of female labor in the shoe industry. We publish the agreement in full as follows:

COPY AGREEMENT.

THE FEDERATED ASSOCIATIONS OF
BOOT & SHOE MANUFACTURERS

and the

NATIONAL UNION OF BOOT AND SHOE
OPERATIVES.

WAR EMERGENCY CONDITIONS OF EMPLOYMENT OF FEMALE LABOUR IN SUBSTITUTION FOR MALE LABOUR.

At a CONFERENCE OF REPRESENTATIVES OF THE MANUFACTURERS' FEDERATION and the OPERATIVES' UNION, held at the invitation and under the Presidency of SIR G. R. ASKWITH, K. C. B., K. C., Chief Industrial Commissioner of the Board of Trade, at 5 Old Palace Yard, Westminster, on JUNE 3rd, 1915, to consider the situation that has arisen in the BOOT AND SHOE MANUFACTURING INDUSTRY consequent upon the serious depletion of male labour through enlistment, IT WAS MUTUALLY AGREED as follows:—

1. THAT females may reasonably be employed upon certain operations hitherto ordinarily restricted to male labour.
2. THAT the employment of females shall be limited to such operations as they are physically fit to perform.

3. THAT females so employed shall be paid the same rates of wages as are now paid to males for an equivalent quantity of work.
4. THAT due regard shall be paid to the desirability, where possible, of separate working conditions where male and female operatives are employed in the same department.
5. THAT no females shall be employed in substitution for male labour without previous consultation with the local Trade Union Officials, and in the event of disagreement the question be referred to the Standing Committee of the National Conference for settlement.
6. THAT it is understood female operatives shall only be engaged in substitution for male labour where and so long as it is not found possible to obtain male operatives.
7. THAT this Agreement is an emergency provision and shall have effect only during the continuance of the present War.

DATED this 25th day of June, 1915.
Signed on behalf of the Federated
Associations of Boot and Shoe
Manufacturers,

OWEN PARKER,
President,

A. E. W. CHAMBERLIN,
Secretary.

Signed on behalf of the National
Union of Boot and Shoe Opera-
tives,

T. F. RICHARDS,
General President,

E. L. POULTON,
General Secretary.

COUNTERSIGNED:—

G. R. ASKWITH,
Chief Industrial Commissioner.

What does the above agreement imply? Simply that the shoe industry of Great Britain is working under an agreement between the organized employers on the one side and the organized employees on the other, and that this agreement is underwritten by the government, itself, through its Chief Industrial Commissioner.

It is noted that wherever female labor is employed in substitution for male labor, the same rate of wages is paid, that they shall not be employed in such substitution if it is possible to obtain male operatives, nor without consultation and agreement with local trade union officials. Furthermore, it is provided that the agreement is an emergency agreement and shall terminate at the end of the war.

One would think to hear some of the employers in the United States talk that the collective control of their own labor that the British trade unionists have established had been swept away by the war, but we find instead, as disclosed by the above agreement, that any changes that are made in labor conditions go to strengthen the trade unions by increasing their control.

If, in the prosecution of the war, the British government has found it wise to establish an industrial commissioner to underwrite working agreements between organized labor and organized capital in the shoe industry, it is reasonable to suppose that the same conditions exist in the other industries so that the productive power of the nation shall not be allowed to stand in idleness in the hour of the nation's peril.

The best point about it all is that the English government acknowledges the trade union movement as a factor equal with capital, while we are sorry to say that the United States government up to the present time, has appeared to think that it is organizing the industries of the country for the war simply by calling together certain representative employers and organizing them into a council for national defense without giving the employees, who furnish the labor that produces all of the desired articles and materials, any proper degree of recognition either upon the council, itself, or upon its various sub-committees having to do with the different industries in detail.

What appears to be lacking at Washington is any proper conception of the fact that anything less than a working arrangement between the two forces—the arrangement underwritten by the government as is done in Great Britain—is unsafe. Labor is pretty likely to have something to say about the conditions under which it will work. An important question for the government to determine is whether it will allow the labor organizations to have a hearing before or after the conditions of labor are established by government contract.

The arrangement between the organized shoe manufacturers and the organized shoe workers of Great Britain goes farther, as we

are advised that the British shoe workers' organization has, at the request of the government, fixed a scale of prices in conjunction with the employers for making certain army shoes, and we understand that these prices for the labor are incorporated in the contracts.

In addition to the degree of recognition given to the unions by the British government in these war times as set forth in the agreement herein before referred to, we wish to call attention to the following agreement:

National War Bonus—Agreement.

IN THE MATTER of the claim of the above-named Union for a National Uniform Scale of War Bonus Rates to be fixed in substitution for the varying rates of War Bonus now in operation in the several centres of the Boot and Shoe trade to meet the increased cost of living consequent upon the War, which claim was by consent of the parties hereto referred for consideration and settlement to a Joint Conference of the Executives of the above-named Organizations held at the Town Hall, Leicester, on 17th April, 1917, under the Independent Chairmanship of Alderman Thomas Smith, J. P., appointed by the Chief Industrial Commissioner of the Board of Trade.

IT WAS MUTUALLY AGREED that as from the commencement of the working week ending on the 17th, 18th, or 19th of May, 1917, as the case may be, the following National Uniform War Bonus Rates shall be paid additional to the day or piecework weekly earnings of the operatives respectively and in substitution for the War Bonus Rates in operation in the several centres of the trade at the date of this Agreement.

	Extra on Each Full Week's Earnings
1. To all female operatives of 18 years of age and over.....	5-6
2. To all youth of 18 and under 21 years of age	5-6
3. To all male operatives of 21 years of age and over, earning 35 per week and under.....	10
4. To all male operatives of 21 years of age and over, earning above 35 and under 45 per week	9
5. To all male operatives of 21 years of age and over, earning 45 per week and upwards.....	8

AND IT WAS FURTHER AGREED as follows:

That the above-mentioned rates shall be paid weekly or fortnightly to all day and piecework operatives whether employed on Civilian or Government Contract work and shall be applied nationally and uniformly to all federated and non-federated manufacturers alike.

That where less than 52½ hours are worked in any week by any operative the Bonus shall be paid to such operative in proportion to the time actually worked.

That the above-mentioned rates shall be paid during the continuance of the present War, and it shall not be competent for either side to reopen the question before January 1st, 1918, after which date either side may give one month's notice for revision, but at the termination of the War it shall be competent for either side to reopen the question before January 1st, 1918, after which date either side may give one month's notice for revision, but at the termination of the War it shall be competent for either side to give one month's notice for a re-consideration of the question having regard to the conditions then prevailing.

THE CONFERENCE also agreed to the following resolutions:

"This Conference representing the Federated Associations of Boot and Shoe Manufacturers and the National Union of Boot and Shoe Operatives recommends to the Government that a Joint Advisory Committee representative of the Federation and the Union, and the Government Departments concerned, should be formed to fix uniform labour piecework prices for Clicking, Closing, Lasting and Finishing the same class and quality of Government Contract work and for the Press Room and Stock or Shoe Room operations in connection therewith, such prices to be fixed before the Specifications are issued and to be included in the Specifications."

"This Conference further requests that any labour prices fixed on the advice of the Federation and the Union shall be the uniform prices applicable alike to all districts, federated or non-federated, plus the foregoing National War Bonus rates agreed upon by this Conference."

"That copies of this Agreement be forwarded by the Chairman of the Conference to the Ministry of Munitions, the Ministry of Labour, the Chief Industrial Commissioner and the Army Contracts Department."

DATED the 17th day of April, 1917.

SIGNED on behalf of the Federated Associations of Boot and Shoe Manufacturers,

OWEN PARKER, President,
A. E. W. CHAMBERLIN,
Secretary.

SIGNED on behalf of the National Union of Boot and Shoe Operatives,

T. F. RICHARDS,
General President,
E. L. POULTON,
General Secretary.

COUNTERSIGNED,

THOMAS SMITH,
Chairman of Conference,
55 St. Peter's Road, Leicester.

It is to be noted that the above war bonus agreement applies nationally and uniformly to the entire shoe trade and carries a substantial bonus in wages to meet, as stated in the preamble, the increased cost of living consequent upon the war.

Here, again, we find the agreement between the organized employers and the organized workers undersigned by the chairman of the conference, himself appointed by the Chief Industrial Commissioner of the Board of Trade, and it is a national union of boot and shoe operatives that negotiate this agreement and obtain these benefits for all the shoe workers of Great Britain.

We in this country do not want any bonus. We want a straight-out increase in wages; nor do we confine ourselves to the asking of increased wages to meet increased living expenses—we want more wages because we want more of the good things of life; we want them because we are entitled to them because we produce them. This is not said in the slightest degree of criticism of what our English trade union brothers have done or are doing—we are simply calling the attention of the employers of this country to the fact that they have a radical labor situation on their hands as evidenced by the I. W. W. movement, and they have a conservative trade union movement in the A. F. of L. and its affiliated unions. Failure upon the part of the government to give proper consideration and representation to the rational and reasonable side of the labor problem will naturally increase the number of radicals and cause a larger and larger percentage of government, time, money, and men to be expended in looking out for the fire-brands.

This is not a threat. It is a plain statement of fact which may be taken as a prophecy. However it is viewed, the fact remains that in England, where we are told the conditions of trade unionism have been swept away, we find them stronger than ever, while in the United States, where the unions are not so fairly recognized and considered by the government, we find the I. W. W. element preaching violence and sedition. The moral ought to be apparent.



"I'LL PAY MY DUES TOMORROW."

THE following from the pen of Walt Mason imparts some wholesome truths that should be borne in mind by every member of a trade union who regards the welfare of his dependents:

"Tomorrow," said the languid man, "I'll have my Time insured, I guess; I know it is the safest plan, to save my children from distress." And when the morrow came around, they placed him gently in a box; at break of morning he was found as dead as Julius Caesar's ox. His widow now is scrubbing floors, and washing shirts, and splitting wood, and doing fifty other chores that she may rear his walling brood. "Tomorrow," said the careless jay, "I'll take an hour, and make my will; and then if I should pass away, the wife and kids know no ill." The morrow came, serene and nice, the weather mild, with signs of rain; the careless jay was placed on ice, embalming fluid in his brain. Alas, alas, poor careless jay! The lawyers got his pile of cash; his wife is toiling night and day, to keep the kids in clothes and hash. "Tomorrow" is the fatal rock on which a million ships are wrecked.—The Broom Maker.



WHERE EDUCATION FAILED.

A TEACHER wrote to a little girl's mother asking her to see that the child studied her lessons. Next day the teacher inquired:

"What did your mother say about the note, Lucile?"

The young lady replied:

"Maw said she didn't know geography an' she got a husband; my aunt didn't know geography an' she got a husband; and you know geography an' no one will have you."

INDUSTRIAL DEMOCRACY.

BACK of much of the conflict which exists in the industries between the employers and the workers; beneath what appears on the surface in the court proceedings resulting in injunctions against labor, underlying the announced purpose which leads many employers to organize into anti-trade union associations, is the question of labor's right to organization.

When the terms "democracy in industry," or "industrial democracy," are used, there is in mind a condition where trade-union organization exists unhampered and where employers recognizing this right to organization meet their employees as an organized body, for the purpose of jointly adjusting whatever questions arise between them. Under political democracy—the social contract—the people participate in making the laws which are to govern them. Under industrial democracy the employers and the employees act together in determining the rules and regulations under which their relationship as employers and employees will be carried on. Under political democracy no man can set himself up as a dictator, whose mandates become the law which must be obeyed by his subjects. Under industrial democracy no employer would be permitted to issue mandates which his employees must obey. Just as there is self-government under political democracy, so would there be self-government under industrial democracy—the employers and the employees acting jointly for the determination of the terms of employment and the conditions of labor.

Where political autocracy exists, the mass of the people are unable to work out the problems which affect them, but are forced instead to depend upon the whims, desires and the inclinations of the dictator who governs them. Where the workers have no organization and the employer assumes dictatorship, the so-called right of "running his business to suit himself" the workers are given no opportunity of working out the problems which affect them as wage earners—they are forced to submit to whatever arbitrary and dictatorial policies the employer may desire to apply and enforce.

Many centuries ago men discovered it was only through co-operative effort and association that they could make progress and solve the general problems which affected

them, and whenever the tyrant was dethroned the right of association was won. The history of every ancient nation, and of most modern ones, has been that the right to democratic institutions, the right to association has never been won until the tyrant has been dethroned.

The progress which civilization has made, the free institutions which give every man an opportunity of improving his condition, have all come as result of the organized effort of men, who at least, so far as they were concerned, were determined to secure the right of association and the right to participate in determining the laws and the rules under which they were to live.

In every field of human activity, organization plays a most important part. It is organization that has made possible the great educational institutions, the scientific bodies, the professional associations, without which the progress of civilization would have been much slower. Under the free institutions of this country, men are free to organize political bodies, elect officers, raise funds, and create the machinery by which their political organizations can be carried on; the members of the different religious denominations are free to form their religious societies, own property, support their clergy and maintain the educational, benevolent and other institutions which they desire; for the protection of their interests the business man of the city organize Chambers of Commerce which endeavor to advance the business and commercial interests of the city; the manufacturers organize their associations and through them derive unlimited benefits. Everywhere in our country, in every field of activity, the right to organization is unquestioned, provided that the object of the organization is a lawful one, with the exception of the trade union.

No one is so bold today as to assert that labor can be legally debarred from the right of association. The right of the workers to organize is too thoroughly established under the Constitution, under the statutory law, and in the minds of the people. Instead of denying the legal right to organize many employers organize largely for the purpose of preventing the workers from enjoying this constitutional and legal right, their position being that although labor has the right

to organize it is their privilege to prevent such organization if they are able to. There is no law to deny the right of employers to organize for the purpose of endeavoring to crush trade unionism. There is no law to prevent their employing spies within the ranks of organized labor, to hire large bodies of mercenaries to act as strikebreakers, or armed guards, and because of the strength of some of these employers' associations, the millions of dollars behind them, their strongly entrenched position, the direct influence which they have in the nomination and election of public officials and the appointment of judges, they have been able in more than one industry to prevent their employes from enjoying the same right of organization which they themselves enjoy.

The public does not fully appreciate the danger which lies in this program, which exists for the purpose of preventing large numbers from enjoying the right to organize for self-protection and self-advancement. The danger which exists in the attitude assumed by the anti-trade union employers is not fully understood. If it was, there would be a speedy day of reckoning for those gentlemen who believe that the ownership of money entitles them to set themselves up as industrial dictators—petty tyrants within whose hands lies the power to determine all the terms of employment and the conditions of labor.

The general assumption is that the employer—though he has no moral right to do so—has the legal right to discharge a workman if he is too active in the union, or if he even becomes a member of a union, and unquestionably this is his legal right, but what position would the public or the government assume, if the trade unions took the corresponding position that they would refuse to work for any employer who was a member of an anti-trade union association?

In commerce and business; in the professions; among the employers; in politics, and among religious groups, the right to organize is absolutely essential to their welfare. There are many problems affecting them which cannot be worked out except through organization. No group has more serious problems to contend with than the wage earners; no body of citizens stands in greater need of organization, and yet there is today in the most powerful circles within the industrial world, a determination that industrial democracy shall not exist. There is the deliberate intention to "run their business to suit themselves," regardless of the workers' welfare, and to wholly deny the worker's right to participate in the deter-

mination of the rules and regulations under which labor is to be employed.

These men, while perhaps not breakers of the law of the land, violate the moral law and use all of their powerful influences to prevent their employes from enjoying the same rights and privileges which they so fully avail themselves of. They are determined to prevent the free application of democracy in industry.

So long as they maintain this attitude so long will there be bitterness and rancor in the minds of many workers. The wage earners know that the institutions of the country guarantee to them the right to organize, and when private influences organize for the purpose of preventing the enjoyment of this right the seed is being sown which reaps the whirlwind.

Industrial democracy cannot be strangled in this country if we are to maintain our other free institutions. The biggest question in the industrial world today is not what the wage rate shall be, or the hours of labor, it is the question of whether labor is to be given the right to a voice in determining what these terms of employment shall be, or the hours of labor, it is the question of whether labor is to be given the right to a voice in determining what these terms of employment shall be.

This is the big issue which underlies the great majority of all disputes in the industrial world.—International Molders' Journal.



THE JUDGE AND HIS DOG.

A WELL-KNOWN Judge went into a butcher shop one morning. After a brief talk the butcher said: "Judge, will you give me a little legal advice? Suppose a dog should come into your shop and steal a piece of meat, what would you do?"

"Sue the dog's owner," said the judge. "Was it a valuable piece of meat?"

"It was a fine roast, worth five dollars."

"Well," said the judge, "I should sue the owner, then, for five dollars."

"Good," said the butcher, with a grin; "it was your dog, judge."

The judge smilingly paid the butcher and left.

Soon afterward the butcher met the judge.

"Judge," he said, "I have here a bill from you for five dollars. What is that for?"

The judge smiled again. "That," he said, "is for the legal advice I gave you about that dog."

PROFIT AND WAR.

"PROFIT" in the sense that it is to be used here is that profit that accrues to those who seek profit from the labor of others. There are other kinds of profit such as the people of Russia may obtain in throwing off the yoke of tyranny and establishing a democracy. That will be a profit in which the greater numbers will participate, in the event of its accomplishment. But that profit will not come to the great Russian people even now without their contests with those who seek profit through special privilege or by the establishing of a special opportunity. All of the machinations of the few who will endeavor to perpetuate schemes by which they may live and accumulate wealth from the many will be thrust forward to thwart the end of true democracy that seems at this time within accomplishment of the Russian people. Such schemes, capitalistic in inspiration, are the only ones that will make difficult the general purpose of the Russian people in their struggle to perfect their liberty.

The democracy in the United States is not immune from the selfish inventiveness of the employment for profit schemes.

It is true that American democracy in the frame of government accords to the people the opportunity of an ideal democracy. Whatever there is lacking is chargeable to the people and not to any lack of opportunity within the government.

It is being said, and truthfully, that there is grave danger of establishing a reign of imperialistic militarism in the United States equal to that which has characterized Germany, and even exceeding it. But such a condition, should it come, will be chargeable to the people, and those whose machinations may lead to it will have a substantial basis upon which to set up a claim that the people, themselves, elected such a condition. There is nothing more effective in establishing things than passive consent of the people effected. Things so established are the most difficult to uproot. That is the history of the people of the world.

Somewhere down the line this world war came of passive consent by those who, had they been required to pass upon the matter actively, would have made the war impossible. But the war came, not through active, but through passive consent of those in-

volved and it has extended to the United States of America and has come to involve a nation of the most liberal structure.

Within this nation, to what extent will the machinations of the few avail by the passive consent of the many? War is on. Now, what the purpose of intrigue? Who are the few whose interests will lie against the interests of the many? Those who hope to profit only through accumulation from the fruits of labor of those who toil. This is not a new element in the life of American democracy. It has been with us and thrived from the beginning and every war in which the great American democracy has been involved has served as an impetus, a splendid opportunity, a special reaping time for those profit takers who wax strong from the toil of the many.

At the beginning of this war those who are seeking its advantage for profit are no less fortified than at the beginning of any previous war, and from past experience and advanced intelligence they approach this war far more formidable.

The great American trade union movement is the only institution that stands in the way of a rich harvest for mercenary "patriots." The trade union movement approaches this war with the well oiled machinery of defense.

"During the Civil War our organizations went to pieces." We read those words in the history of the oldest American trade unions. The expression is practically paraphrased and thus used by every writer of the early history of every labor organization that was rekindled or resurrected after the Civil War.

The Spanish-American War was not lasting enough to seriously affect the organization of labor. It was not a serious interruption.

At the close of the German-American War will it be said that our great labor movement was unable to survive? It depends upon the movement and its watchfulness. The great destroying elements will be those that lower the standard of employment. Non-unionism can contribute to the destruction of unionism only in proportion to its ascendancy in competition. The destroying elements are those which contribute to that ascendancy. The profit-seeking non-

union employers who wish to change the standard are well aware of that.

The great defensive weapon of organized labor is the strike. The great offensive weapon of the unfair employer is the lockout. Lockouts and blacklists are conducted under cover. Strikes are on the surface and very much so. There is nothing in the defense and progress of organized labor that can be obscured from public view. The strike engages general interest and concern. The lockout and blacklist is known only to the thoughtful—the students of the times. They are known only by the trail of impoverishment of the toilers—a trail that is not pleasant to behold and from which the public, so much as it is possible, turns its head.

True, this war competition in the labor market will come in proportion with any abnormal substitution of woman and child labor in employment and there is not a little activity in contemplation of just that kind of exploitation at the present moment. In every industrial community club women are busy encouraging this class of competition under the guise of patriotism. The opportunity of these club women can be traced to their connection with the profit-paying industries they design to serve by the substitution of cheap labor in their efforts, in effect, to demoralize the standard of employment to the advantage of employing corporations. In the event that this program is carried out it will prove one of the most demoralizing influences with which the American labor movement will be beset. This project being, on the face of it, championed by women aristocracy, whether well or illy conceived, has got to be met at its face value by the organized bread winners. To carry the plan to any considerable extent will result in tragically replacing the bread winner by his own wife or daughter.

There is no need to falsely attempt any disguise of the fact; ousting of men from employment by women is to change the whole social fabric of our democratic institutions. True, it will fatten a few, but equally true it will enslave the many and more sharply establish the class demarkation line.

It is true that in Europe the injection of women into industries has reached considerable proportions, seemingly of necessity, but the extent is undoubtedly greatly enlarged upon by the published reports in American capitalistic newspapers. We hear much of it as from Europe, but practically none as of Canada, where a greater proportion of enlistments has already taken place

than it will be possible in any requirements within the United States. Canada is participating in the world war without degrading her womanhood. There is as little call for it in the United States.

The only way to maintain standards in the United States pending this war is for wages and conditions of employment to keep pace with the times. It is a period demanding the most vigilant watchfulness on part of the trade union movement and its membership. Any incursions should be protested and it is up to labor to protect the sacredness and safety of American womanhood against those who would lower her standard and extend her deprivations for the spoils that come from greater profit.

There is no reason why the standard of employment already attained should not be maintained and progress continued.

It has been one of the tasks and purposes of organized labor to move the women and children out of the factories into homes and schools. That is true patriotism. Let not this war be an excuse for herding them back from the homes and schools into the factories and workshops.

Let business proceed industrially and progress be made industrially on the same basis as though this country were not involved in war. Then will go and be sustained at the front the highest ideal of patriotism. Then will the men at the front and those expected to go there know that their patriotism is not being sapped for profit.—Motorman and Conductor.



THE WORLD IS MARCHING ON.

WHAT is this, the Sound and Rumor?

What is this that all Men hear,
Like the Wind in hollow Valleys
When the Storm is drawing near.
Like the rolling of an Ocean
In the Eventide of Fear?
'Tis the People marching on!
Hark! the rolling of the Thunder!
Lo, the Sun; and lo, thereunder
Riseth Wrath, and Hope and Wonder.
And the Host comes marching on!
On we march, then, we, the Workers
And the Rumor that ye hear
Is the blended Sound of Battle
And Deliv'rance drawing near;
For the Hope of every Creature
Is the Banner that we bear,
And the World is marching on!

—William Morris.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers. Address all letters to the Editor and Manager.



CHARLES L. BAINE,
48 246 Summer Street,
Boston, Mass.

EVERY DAY IS LABOR DAY.

LABOR DAY, 1917, has passed into history. There were not so many parades as formerly. The day was more given to meetings of labor with addresses upon the important issues of the day and to the consideration of how organized labor can best meet the new issues confronting it at the present time.

It is entirely fitting and proper that Labor Day should be so observed. If the day has any significance whatever to justify its name, it deserves to be used as a day in which the cause of organized labor, for which it was named, should be advanced.

We are surfeited with the idea of making Labor Day a holiday used for general holiday purposes. True, it is a legal holiday and is naturally to be observed as such by those not affiliated with or in the organized labor movement. But to those who labor in the organized crafts and callings, Labor Day should mean the one holiday of the year won by the efforts of organized labor and intended to be observed as labor's day devoted to labor's interest.

But in a broader sense Labor Day has lost its values unless the organized wage earners can become imbued with the idea and the opportunity that every day is Labor Day.

It is not enough that the trade unionist shall march in a parade on Labor Day and be essentially a non-unionists in the other 364 days of the year.

When we parade with our brothers on Labor Day merely to give the impression that we are a part of the movement and then on the other 364 days of the year

withhold our personal support and affiliation, we are stabbing in the back the cause with which we pretend to be affiliated.

We can injure our cause in more than one. We can absent ourselves from the union meetings. We can refrain from paying our dues. We can slander the movement and its officers. We can even so far forget our manhood as to accept unfair employment; and there are many other ways in which we can betray the cause which we profess to serve.

But the most insidious attack we can make as wage earners upon the cause of trade unionism is to purchase non-union goods. Here we take the dollar that was paid to us as union wages and go and spend it to employ non-union men in the other trades. Through this process we not only destroy unionism in the other trade, but also in our own.

The so-called union men who goes out and takes an unfair job is a brave man compared with the sneak who secretly spends his union wages for non-union goods. The man who takes the unfair job meets the obloquy of it, while the man who makes the non-union purchase does it secretly and he strikes the trade union movement a blow in the dark.

We are not arguing against labor parades on Labor Day nor against Labor picnics or outings. They have no doubt served their useful purpose in the past and will again. But we do wish to make the point as emphatically as possible that the most important thing with regard to Labor Day that any wage earner can do is to treat every day of his life as Labor Day and govern his conduct accordingly as a faithful member of the trade union movement.



THE PRESIDENT AND PEACE.

MOST of our members are probably familiar with the recent attempt of Pope Benedictus XV to bring about an end of the present European War by returning as nearly as possible to the conditions preceeding the war and leaving certain questions to be decided

afterward. Much speculation was indulged in as to the reply that the United States government would make to the peace proposals of His Holiness, the Pope. It being conceded that the United States, as a recent entrant into the war on the side of the allies, would have an important influence. We publish herewith the message of President Wilson in reply to the peace proposals of His Holiness, the Pope, as follows:

"August 27, 1917.

"To His Holiness, Benedictus XV, Pope:

"In acknowledgment of the communication of Your Holiness to the belligerent peoples, dated, August 1, 1917, the President of the United States requests me to transmit the following reply:

"Every heart that has not been blinded and hardened by this terrible war must be touched by this moving appeal of His Holiness, the Pope, must feel the dignity and force of the humane and generous motives which prompted it, and must fervently wish that we might take the path of peace he so persuasively points out. But it would be folly to take it if it does not in fact lead to the goal he purposes.

"Our response must be based upon the stern facts and upon nothing else. It is not mere cessation of arms he desires; it is a stable and enduring peace. This agony must not be gone through with again, and it must be a matter of very sober judgment what will insure us against it.

"His Holiness in substance proposes that we return to the status quo antebellum, and that then there be a general condonation, disarmament and a concert of Nations, based upon an acceptance of the principle of arbitration; that by a similar concert freedom of the seas be established; and that the territorial claims of France and Italy, the perplexing problems of the Balkan States and the restitution of Poland be left to such conciliatory adjustments as may be possible in the new temper of such a peace, due regard being paid to the aspirations of the peoples whose political fortunes and affiliations will be involved.

"It is manifest that no part of this program can be successfully carried out unless the restitution of the status quo ante furnishes a firm and satisfactory basis for it.

"The object of this war is to deliver the free peoples of the world from the menace and the actual power of a vast military establishment controlled by an irrespons-

ible Government, which, having secretly planned to dominate the world, proceeded to carry the plan out without regard either to the sacred obligations of treaty or the long-established practices and long-cherished principles of international action and honor; which chose its own time for the war; delivered its blow fiercely and suddenly; stopped at no barrier, either of law or of mercy; swept a whole Continent with the tide of blood—not the blood of soldiers only, but the blood of innocent women and children also, and of the helpless poor; and now stands balked but not defeated, the enemy of four-fifths of the world.

"This power is not the German people. It is the ruthless master of the German people. It is no business of ours how that great people came under its control or submitted with temporary zest to the domination of its purpose; but it is our business to see to it that the history of the rest of the world is no longer left to its handling.

"To deal with such a power by way of peace upon the plan proposed by His Holiness, the Pope would, so far as we can see, involve a recuperation of its strength and renewal of its policy; would make it necessary to create a permanent hostile combination of Nations against the German people, who are its instruments; and would result in abandoning the new-born Russia to the intrigue, the manifold subtle interference and the certain counter-revolution which would be attempted by all the malign influence to which German Government has of late accustomed the world.

"Can peace be based upon a restitution of its power or upon any word of honor it could pledge in a treaty of settlement and accommodation?

"Responsible statesmen must now everywhere see, if they never saw before that no peace can rest securely upon political or economic restrictions meant to benefit some Nations and cripple or embarrass others, upon vindictive action of any sort, or any kind of revenge or deliberate injury.

"The American people have suffered intolerable wrongs at the hands of the Imperial German Government, but they desire no reprisal upon the German people, who have themselves suffered all things in this war, which they did not choose.

"They believe that peace should rest upon the rights of peoples, not the rights of Governments—the rights of peoples, great or small, weak or powerful—their equal rights to freedom and security and self-government, and to a participation upon fair terms in the

economic opportunities of the world—the German people of course included if they will accept equality and not seek domination.

"The test, therefore, of every plan of peace is this: Is it based upon the faith of all the peoples involved or merely upon the word of an ambitious and intriguing Government, on the one hand, and of a group of free peoples, on the other? This is a test which goes to the root of the matter; and it is the test which must be applied.

"The purposes of the United States in this war are known to the whole world—to every people to whom the truth has been permitted to come. They do not need to be stated again. We seek no material advantage of any kind.

"We believe that intolerable wrongs done in this war by the furious and brutal power of the Imperial German Government ought to be repaired, but not at the expense of the sovereignty of any people—rather a vindication of the sovereignty, both of those that are weak and those that are strong.

"Punitive damages, the dismemberment of Empires, the establishment of selfish and exclusive economic leagues we deem inexpedient and in the end worse than futile, no proper basis for a peace of any kind, least of all for an enduring peace. That must be based upon justice and fairness and the common rights of mankind.

"We cannot take the word of the present rulers of Germany as a guarantee of anything that is to endure, unless explicitly supported by such conclusive evidence of the will and purpose of the German people themselves, as the other peoples of the world would be justified in accepting.

"Without such guarantees treaties of settlement, agreements for disarmament, covenants to set up arbitration in the place of force, territorial adjustments, reconstitutions of small Nations, if made with the German Government, no man, no Nation could now depend on. We must await some new evidence of the purposes of the great peoples of the Central Powers. God grant it may be given soon and in a way to restore the confidence of all peoples everywhere in the faith of Nations and the possibility of a covenanted peace.

"Robert Lansing,

Secretary of State of the United States of America."

We desire world peace as ardently as anyone, but we believe that President Wil-

son has summed up the entire matter exactly right in his message reproduced above. We do not want a peace that is to be treated as a mere scrap of paper. We do not want that all the sacrifice and bloodshed that has occurred shall be in vain and a temporary peace patched up, only that more frightful slaughter shall be witnessed.

We are Americans and we stand for the assertion of American rights and American liberties. We stand for protest against any infringement upon them or upon the rights of any American citizen anywhere.

We are with the President, and we are for the United States that he so ably represents.



THE WORKERS AND THE GOVERNMENT.

IN this issue we are printing a special article entitled, "War Work In England", in which is set forth some of the special conditions existing as to the labor of the shoe industry in England, which proves conclusively that the stories circulated in the United States by certain employing interests, that the war is having the effect of breaking down trade union restrictions in England, is absolutely untrue.

We are using the term, trade union "restrictions", as that is the term commonly used by employing interests in a slurring sense. It matters not to them the restriction may be against the employment of female or child labor or that it may refer to the hours of labor or to innumerable other humanitarian things. The brad that goads some employers is that they shall be restricted in doing as they please with the human-beings that work in their factories to produce the things they sell.

In the special article referred to, the attitude of the British government toward the organized workers is quite apparent. It treats them as a factor equal with capital, and therefore entitled to equal consideration. This should not be a revolutionary doctrine in the United States, for numbers of our statesmen have understood the importance and even the priority of labor. Abraham Lincoln was on record as recognizing the importance of labor; but some of our brainy men seem to have forgotten what he and other eminent men have said.

And while the English government has recognized labor, English labor has recognized and co-operated with the government.

English labor has demonstrated its patriotism because its patriotism has been appealed to. The English trade unionists have been treated as citizens in the mass and not merely as industrial serfs unworthy of recognition and representation.

What is to be the attitude of the government of the United States toward the workers? The answer to this question will, no doubt, have some bearing in determining the attitude of the workers toward the government. We do not mean by this statement to insinuate in any way that the workers lack patriotism or that the trade union movement of the United States is disloyal. On the other hand, it is unfair to expect the wage earners to furnish all the patriotism while their employers take all the profits.

We have seen, as shown in the special article previously referred to, that when the British government started out to organize its industries for the war, they took the trade unions into account and gave them representation upon every important war board. This seems entirely reasonable and proper as, for instance, in any industry producing goods either for the government in its war purposes or for the sustenance of workers so employed. We have on the one side capital representing ownership and management and upon the other side we have labor representing the force that does the work. When labor stops, the industry stops; when capital stops, the industry stops. And so in order to keep the industry going, to increase its production, to increase its efficiency, it is necessary—at least the English government has so found it—to take capital and labor and join their hands under working rules and conditions underwritten by the government, itself, and say, 'Go on; now to work and produce the goods and support your country, or in other words, your government.'

But here in the United States the government calls together certain employers, as if they represented in themselves the industry complete, without regard to the American citizens that work in their mills and factories.

Not one of those employers can guarantee his present labor cost. Conditions may arise over night that make it impossible for him to produce goods tomorrow as cheaply as he did today. Employers are confronted with radical increases in the cost of materials. They have to meet them somehow.

Employees are confronted with radically increasing costs of living and they have to meet them somehow. Employees want more

wages anyway and better working conditions regardless of the cost of living. That is the natural state of mind of the man that has a spark of ambition. He wants better and better things for himself and his family, and more and more of the privileges and enjoyments of life.

Another thing: the government is setting out to regulate the prices of some of the necessities of life. At this writing the price of coal has been set—both bituminous and anthracite. It was supposed by many that when the government took hold of the coal question, consumers would get relief, but we find that there is to be no relief and that the price that has been agreed upon for anthracite coal at the mines does not mean any cheaper coal for the householder.

We find, also, that the price of wheat has been agreed upon at \$2.80 a bushel according to public report, and we know that this means flour at \$12 to \$14 per barrel.

So far as we have been able to observe, the government, in fixing prices for the necessities of life, has fixed them at a very high level. It may be that these price-fixing operations will prevent further extortions. But the wage earner of today is confronted by the very disagreeable fact that the high prices of the necessities of life are confirmed and established by agreement between the employers and the government, and in this agreement neither the producers nor the consumers were represented.

In organizing the production forces of the industry, the government meets the employers and not the employees. In fixing prices upon the necessities of life, the government meets producers but not consumers, and so the wage earner gets it at both ends. He is left out of representation on the boards and committees who would naturally have a right to fix the conditions of employment and production, and he is also left out of consideration when the prices of the necessities of life are determined.

Perhaps our government does not intend to occupy such a lopsided position with regard to the workers. If so, it is time they follow the example of the English government and give to organized labor more equal consideration and representation than is manifest at the present time.



RESPONSIBILITY FOR ANARCHY.

IN the Boston Traveler of August 27th, 1917 there appeared the following editorial:

Wherein the Menace Lies.

"No soap-box Socialist in the United States is doing so much for the doctrines which he professes as has been done by those coal barons who, having the people of Boston and other towns and cities at their mercy, applied the screws relentlessly and lied about it while they were doing it.

"No barroom anarchist or group of bar-room anarchists can do so much to advance the cause of anarchy in this country as is being done by men of prominence, wealth and, presumably, brains, who, denouncing anarchy and the methods of its promoters, persist in presenting to the anarchists something tangible to work upon by relentlessly gouging the people merely because opportunity offers and they cannot resist opportunity.

"The treasonable I. W. W. can be taken care of if it goes too far, but it is well that the government is preparing to take care of certain highly organized monopolists of the country's necessities, lest, indeed, organized anarchy gain adherents to its ranks from unorganized good citizens as a protest against the methods of highly organized and professionally patriotic commercial leaders."

We reproduce the above editorial complete and wish to make the point that this editorial of the Boston Traveler goes a long way toward fixing the responsibility for anarchy. We have long been told by certain so-called business interests that the labor men should be patient and be satisfied with a little at a time, but we notice that whenever any of these business men get a chance to make a profit they take all that the traffic will bear.

The necessities of the public is what they trade upon, and then, as the editorial says, they lie to us while they have their hands in our pockets.

The same coal barons who have robbed the public in the past are the ones with whom an agreement has been made for certain prices for coal at the mines, which agreed upon prices affords consumers no hope of relief.

In the meantime, while these captains of industry are to be given further opportunity to exploit the people, labor is not adequately represented. This cannot be because the patriotism of labor is in question. The trade union movement of the United States stands solidly behind the government. There are perhaps some individual exceptions, but the movement as a whole is patriotic.

Also, there are many wage earners entitled to exemption under the draft law that refused to claim it, but desired to serve

their country at much less than their ordinary wage, and their families were willing.

On the other hand, sons of wealth have been shielded from conscription or have attempted to evade the law by finding sheltered employment. It is true that some sons of wealth have volunteered, and we wish to give them full credit; but we resent the idea that any one class has a monopoly on patriotism and therefore is entitled to a monopoly of representation on the boards and commissions that are in a sense to supervise the work of the different industries in carrying on the war and in the establishment of the labor conditions in those industries during and perhaps after the war.

Perhaps we have wandered slightly from the text, which was the responsibility for anarchy, but perhaps we have not as the issues we have just been discussing are very closely interwoven with our national life and the problems that confront us at the present hour. If the government permits monopolists to gouge extortionate profits out of the consumers while, at the same time, denying representation to the organized wage earners who are expected to do the work, make the munitions and supplies, and furnish targets to the enemy, the government may have something to do with fixing the responsibility for anarchy.

INSURE THE SOLDIERS.

A MEASURE has been introduced in Congress providing for family allowance, indemnity and insurance for the soldiers and sailors. The bill, itself, is quite lengthy, but provides varying compensations, according to the conditions that may exist in each particular case.

We quote a portion of a circular letter upon this subject sent out by Secretary of the Treasury McAdoo:

"This legislation will be a great step forward in the recognition of the Republic's duty to its heroes. I consider it the most significant and progressive measure presented to Congress since the declaration of war. It immediately affects the well-being of a greater number of persons than any act with which I am familiar. It deserves the earnest and vigorous support of the country. It provides the broadest and the most liberal protection ever extended by any government to its fighting forces and their dependent families. The United States, the most progressive and prosperous nation on earth, setting an example in the ideals for

which enlightened humanity is fighting, should set the highest example of all the nations in the treatment of those who do and die for their country and for world freedom.

"We are proposing to expend during the next year more than ten billion dollars to create and maintain the necessary fighting forces to re-establish justice in the world. But justice must begin at home; justice must be done to the men who die and suffer for us on the battlefields and for their wives and children and dependents who sacrifice for us at home. To do justice to them requires only a tithe of the money we are expending for the general objects of the war. Let it not be said that noble America was ignoble in the treatment of her soldiers and sailors and callous to the fate of their dependents in this greatest war of all time.

"The pending war insurance bill gives compensation, not pensions; it fixes amounts definitely in advance instead of holding out the mere chance of gratuities after the conclusion of peace. It saves the dependents from want and gives them the necessities of life while their men are at the front. It deals with its heroes liberally for the sufferings that result from their disablement on the field of battle, and, if they die, it makes just provision for the loved ones who survive them. It fosters the helpless and dependent, the maimed and disabled, and recognizes the immensity of the Nation's debt to the valor and patriotism of her heroic sons."

Organized labor should render its full support to this legislation. The government cannot do too much for the men who risk everything to serve our country now.



LABOR WILL SPEAK FOR ITSELF.

THIS is a day not only of national peril, of liberties endangered, of menace to democracy, but also of false leadership.

The time has gone by to mince words. We are at war and any man who will not support our government is a traitor to it. Every time a meeting is held at which sentiment hostile to the government is expressed, aid and comfort is given to the enemy. Ten words spoken inadvisedly for peace at this time may mean ten more lives sacrificed in the effort to end the war.

If the United States is a unit and its people are a unit, the knowledge of such a condition of fact will not be an encouragement to the enemy; but every time a division is shown the enemy is lead to believe that

we are divided among ourselves and he is lead to hope that a condition of civil war in America may be the salvation of autocracy in Germany.

Notwithstanding these very obvious facts, there have been in the United States some pronounced pacifists, who give more than a reasonable basis for the suspicion that they are pro-German, who have endeavored to organize a movement in this country in opposition to the government and the position that the country has assumed in the present world conflict. These people, or some of them, have called themselves the People's Council of America and have attempted to speak for labor and to affiliate organized labor with itself and for its own purposes.

It is very tiresome to have men of this type pretend to speak for organized labor. Their doing so simply means that they recognize the numerical strength of organized labor and wish to use it. For this reason they always incorporate in their proposed demands some sort of bait that they think will catch the labor unions. In the case referred to, however, they failed of their purpose though, of course, they did secure the affiliation of a few if for no other reason except that anything with the word, peace, in it appeals to the unthinking at the present time.

Fortunately, organized labor is competent and will speak for itself and is doing so at the present time. There has been organized what is known as the American Alliance for Labor and Democracy, with Samuel Gompers as its chairman and other veteran trade unionists in its advisory board. We incorporate herein an article they suggest that be published as an editorial as follows:

Crush the Traitors!

This is America. We who live here are Americans.

In America there cannot be two kinds of people; there cannot be Americans and anti-Americans. We are Americans.

There can be no division in the labor movement. This is **THE AMERICAN LABOR MOVEMENT**. It is going to remain so.

America is in a deadly conflict. It is fighting for life, liberty, happiness—everything that Americans prize.

Precious blood was spilled to set up this great free nation. America has been a light to the liberty-lovers of the world. It has inspired the oppressed millions of Europe to hope on and fight on.

America must continue to light the world. The inspiration of America must live.

In this war democracy is contending against autocracy for final mastery throughout the world.

Is there an American who hesitates to take up the gauge of battle for democracy? Is there an American blind to the fact that the most precious heritage of every free-man is at stake in this war? Is there an American who is not ready to sacrifice to the last ounce of blood in this struggle to hold for humanity what humanity has fought through all the ages to gain?

He who answers "no" is not an American, loves not liberty and is dead to all the lessons of history and to all the pleadings of outraged humanity.

There have sprung up throughout the country so-called "councils" of various kinds, all striving vigorously to undermine America and America's cause. Under the flag of freedom they are striking daggers into the back of liberty. On the very hearth of American freedom they are gnawing like rats at her vitals.

These councils pretend to represent labor. They assume that in order to rally working people to their black flag.

The American labor movement and the American people declare war on these treacherous movements. It must be war to the finish. There can be no compromise with the devil or his agents no matter what fair name they assume or befall.

American labor well understands what liberty means; American labor prizes at full value everything that America means. And American labor will not stand idly by and see its own splendid organization disrupted and the nation crippled in the most crucial hour in all history.

Autocracy everywhere must die. The agents of autocracy must be driven from their nefarious work. **AMERICA, FREE AMERICA—AMERICA VICTORIOUS! FOR THAT WE STAKE EVERYTHING!**



BRIEFS.

In the excitement of war times do not forget the union labels.

Remember when you spend a dollar of your wages to purchase a non-union product, you are tearing down some fellow-unionist and helping to make it impossible for him to support you.

No member of the Boot & Shoe Workers' Union can justify the wearing of non-union

shoes. That gets close enough home to him so he can realize it. But he may as well wear non-union shoes as to wear a non-union hat or smoke a non-union cigar.

It takes the union men of all trades to make our union stamp a success, and we in turn must help to do our part in order to make the other trades strong enough so that they can support us.

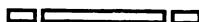
Some union men, and probably most of them, turn the family income over to the wife to spend. Does she spend it for non-union goods? If so, the union man's wages is being used to defeat himself and his fellow-unionists of other trades.

Some union men are strong in the factory and at the meetings, but weak in the home. If there is a non-union atmosphere in the home, the influence of the wife and children is on the wrong side. Perhaps it is the fault of the bread-winner.

If a man uses the union merely as an excuse to be out nights, the wife may become prejudiced against the union as well as himself. To be a good union man means to live unionism at home as well as in the factory or at the meeting-hall.

In North Carolina an attempt is being to break down the federal child labor law, the suit being brought in the name of a father to prevent a local mill from discharging two minor sons to whose wages he claims to be entitled. When the employment of minors is regulated by trade unions, such suits are unnecessary.

108 union metal polishers and buffers employed by the Edison Phonograph Company are on strike and, by request of the Metal Polishers' Union, organized labor is requested to withhold their patronage from the Edison Phonograph Company until the trouble is settled.



ONE of those ladies who go about asking, "Why are you not in khaki?" was passing near a farm, when she saw a man sitting milking a cow. "Why are you not at the front?" she demanded. "Why, ye see, ma'am, we get the milk at this end."—*Ex.*

: FRENCH DEPARTMENT :

CHAQUE JOUR EST UN JOUR DE TRAVAIL.

LA fête du travail de 1917 est du domaine de l'histoire. Il n'y a pas eu de procession comme autrefois. On a plutôt observé ce jour en réunions du travail avec adresses sur les questions importantes d'actualité, et à considérer les meilleurs moyens à prendre pour que le travail syndiqué puisse résoudre les questions qui se présentent aujourd'hui.

C'est bien de même que la fête du travail devrait être observée. Si le jour a quelque signification qui en justifie le nom, il mérite d'être considéré comme un jour dans lequel la cause du travail syndiqué, pour lequel on l'a nommé, doit être avancée.

Nous sommes indignés de l'idée de faire de la Fête du travail un jour de réjouissances générales seulement. Il est vrai que c'est une fête légale et qu'elle est naturellement observée comme telle par ceux qui ne sont pas affiliés au mouvement laborieux syndiqué. Mais pour ceux qui travaillent dans les différents métiers syndiqués, la Fête du travail devrait signifier le Jour de l'année gagné par les efforts du travail syndiqué et dont l'observation devrait être consacrée aux intérêts du travail.

Mais dans un sens plus large la Fête du travail perd son importance si les travailleurs à gages syndiqués ne deviennent pas imbus de l'idée et de l'opportunité que chaque jour est Jour du travail.

L'unioniste de métiers ne doit pas paraître dans une procession le jour de la Fête du travail et être non-unioniste durant les 364 autres jours de l'année.

Quand nous parodions avec nos frères le Jour du travail dans le seul but de donner l'impression que nous sommes une partie du mouvement, et que nous négligeons notre appui et affiliation durant les autres 364 jours de l'année, nous frappons dans le dos la cause avec laquelle nous prétendons être affiliés.

Nous pouvons nuire à notre cause de bien des manières. Nous pouvons nous absenter des réunions. Nous pouvons négliger de payer nos cotisations. Nous pouvons calomnier le mouvement et ses officiers. Nous pouvons même nous oublier à un point d'accepter un emploi qui n'est pas équitable;

et il y a bien d'autres manières de trahir la cause que nous professons de servir.

Mais l'attaque la plus insidieuse que nous puissions faire comme travailleurs à gages contre l'unionisme de métiers et d'acheter des marchandises non-unionistes. Nous prenons l'argent qui nous est donné comme gages d'union pour le dépenser là où on emploie des hommes non-unionistes dans d'autres métiers. Par ce procédé, non seulement nous détruisons l'unionisme dans l'autre métier, mais aussi dans le nôtre.

L'unioniste ainsi-nommé qui accepte un emploi non-équitable est un brave homme si on le compare au faquin qui dépense secrètement son argent pour des produits non-unionistes. L'homme qui accepte l'emploi non-équitable reçoit des reproches, tandis que celui achète des produits non-unionistes secrètement frappe le mouvement ouvrier dans les ténèbres.

Nous ne cherchons pas à argumenter contre les parades du Jour du travail non contre les pique-niques ou les partis de plaisir organisés par les travailleurs. Ils ont sans doute été d'une certaine utilité, et ils le seront encore. Mais nous désirons être aussi emphatique que possible sur le point que la chose la plus importante, pour le travailleur à gages, en ce qui se rapporte au Jour du travail, est de traiter chaque jour de sa vie comme le Jour du travail et de régler sa conduite comme doit le faire un membre fidèle du mouvement ouvrier.

LE PRÉSIDENT ET LA PAIX.

PRESQUE tous nos membres sont familiers avec la tentative du Pape Benoît XV qui a suggéré de terminer la guerre européenne actuelle en retournant autant que possible aux conditions qui existaient avant la guerre, et laissant à plus tard la décision de certaines questions. On s'est beaucoup demandé quelle serait l'attitude du gouvernement des États-Unis dans sa réponse à la proposition de paix de Sa Sainteté, le Pape, étant donné que ce pays, étant récemment entré dans la guerre du côté des alliés, aurait une influence importante. Nous publions ici le message du président Wilson en ré-

ponse à la proposition de paix de Sa Sainteté, la Pape, comme suit:

27 Août, 1917.

"A Sa Sainteté, Benoît XV, Pape:

"Après réception de la communication de Votre Sainteté aux peuples belligérants, en date du 1 août, 1917, le président des États-Unis me prie de vous transmettre la réponse suivante:

"Tout coeur qui n'a pas été aveuglé et endurci par cette terrible guerre doit être touché par cet appel émouvant de Sa Sainteté, le Pape, et doit reventir la dignité et la force des motifs d'humanité et de générosité qu'il contient, et doit faire des vœux fervents pour qu'on s'engage dans le chemin de la paix qu'il indique avec persuasion. Mais ce serait folie de s'y engager si le chemin ne conduit pas de fait au but qu'il propose.

"Notre réponse doit être basée sur des faits réels et sur rien de moins. Mettre bas les armes n'est pas seulement ce qu'il désire; il faut une paix stable et durable. Cette agonie ne doit pas se répéter, et il est de toute nécessité qu'un jugement bien sobre nous assure contre cette calamité.

"Sa Sainteté propose en substance que nous retournions au statu quo ante bellum, et, qu'alors, il y ait pardon général, désarmement et un concert de nations, basés sur l'acceptation du principe d'arbitrage; que par un semblable concert la liberté des mers soit établie; et que les demandes territoriales de la France et de l'Italie, les problèmes difficiles des Balkans et la restitution de la Pologne soient laissés à un conseil conciliatoire que rendrait possible le caractère d'une telle paix, avec égards aux aspirations des peuples dont les fortunes et affiliations politiques se trouvent engagées.

"Il est évident qu'on ne saurait rendre justice à aucune partie de ce programme à moins que la restitution du statu quo ante fournisse une base ferme et satisfaisante à cet effet.

"Le but de cette guerre est de délivrer les peuples libres du monde de la menace et de la puissance actuelle d'un vaste établissement militaire contrôlé par un gouvernement irresponsable, lequel, ayant secrètement projeté de dominer le monde, procéda à exécuter ce plan sans égard aux obligations sacrées de traité ou aux pratiques depuis longtemps établies et aux principes chéris d'action et d'honneur internationaux; lequel choisit son propre temps pour la guerre; frappa furieusement et soudainement; ne reconnut aucune limite, soit de loi ou de de mer; ravagea tout un continent

avec un torrent de sang—non seulement le sang des soldats, mais aussi le sang de femmes et d'innocents enfants, et de pauvres sans appui; et lequel se seut arrêté mais non conquis, l'ennemi des quatre cinquièmes du monde.

Cette puissance n'est pas le peuple allemand. C'est l'impitoyable maître du peuple allemand. Il nous est immatériel comment ce grand peuple fut mis sous son contrôle ou devint soumis avec zeste temporaire à la domination de son dessein; mais c'est à nous, de voir à ce que l'histoire du reste du monde ne soit pas laissée plus longtemps à son caprice.

"Traiter avec un tel pouvoir au moyen d'une paix sur un plan tel que proposé par Sa Sainteté la Pape, préparerait, à notre avis, le recouvrement de sa force et le renouvellement de sa ligne de conduite; il deviendrait nécessaire de créer une combinaison hostile permanente de nations contre le peuple allemand, qui est ses instruments; et il faudrait abandonner la Russie nouvellement née à l'intrigue, à une nombreuse intervention subtile et à la contre révolution certaine qui résulterait des mauvaises influences auxquelles le gouvernement allemand a habitué le monde dernièrement.

"Pourrait-on baser la paix sur un retour de son pouvoir ou sur sa parole d'honneur dans un traité de règlement et d'accommodement?

"Les hommes d'état responsables doivent voir partout, s'ils ne l'ont pas fait auparavant, qu'aucune paix saurait reposer sûrement sur des restrictions politiques ou économiques dans le but de bénéficier quelques nations et de nuire aux autres, sur l'action vindicative d'aucune sorte, ou aucune vengeance ou injure délabrée.

"Le peuple américain a souffert des torts intolérables de la part du gouvernement impérial allemand, mais ne désire aucunement se venger sur le peuple allemand, qui a tant enduré dans une guerre qu'il n'a pas choisie.

"Ce peuple croit que la paix devrait reposer sur le droit des peuples et non sur le droit des gouvernements—le droit des peuples, grands ou petits, faibles ou puissants—leurs droits égaux de liberté, de sécurité et de se gouverner eux-mêmes, et de participer équitablement dans les opportunités économiques du monde. Le peuple allemand est naturellement inclus dans ceci s'il accepte l'égalité et ne cherche pas à dominer.

"Le test de chaque plan de paix doit donc être ainsi Est-il basé sur la foi de tous les peuples engagés ou seulement sur la parole

d'un gouvernement ambitieux et intrigant, d'un côté, ou d'un groupe de peuples libres, de l'autre? Ceci est le test qui va jusqu'à la racine des choses; et c'est ce qui doit être appliqué.

"Les desseins des États-Unis dans cette guerre sont connus du monde entier—de chaque peuple à qui on a permis de connaître la vérité. Il est inutile de redire quels sont ces desseins. Nous ne cherchons aucun avantage avantage matériel d'aucune sorte.

"Nous croyons que les torts intolérables de cette guerre, causés par le pouvoir furieux et brutal du gouvernement impérial allemand devraient être réparés, mais non pas aux dépens de la souveraineté d'aucun peuple—plutôt une défense de la souveraineté, pour ceux qui sont faibles comme pour les forts.

"Les dommages sujets à pénalité, le démembrement des empires, l'établissement de ligues égoïstes et d'économie exclusive nous croyons impropres et plus que futiles en fin de compte, nulle base pour une paix d'aucune sorte, et surtout pour une paix durable. Cela doit reposer sur la justice, l'équité et les droits communs de l'humanité.

"Nous ne pouvons accepter la parole de ceux qui gouvernent actuellement l'Allemagne comme garantie d'aucune chose durable, à moins de recevoir un appui exclusif par une évidence conclusive de la volonté et des desseins du peuple allemand lui-même, ce que les autres peuples du monde seraient justifiables d'accepter.

"Sans de telles garanties, les traités, les décisions de désarmement, les pactes pour accepter l'arbitrage au lieu de la force, les règlements territoriaux, le rétablissement des petites nations, aucun homme, aucune nation pourrait s'y fier maintenant, si cela venait du gouvernement allemand. Nous devons attendre quelque nouvelle évidence des desseins des grands peuples des pouvoirs centraux. Dieu veuille que cela se manifeste bientôt et de manière à rétablir la confiance de tous les peuples partout dans la foi des nations et la possibilité d'une paix stipulée.

"ROBERT LANSING,

"Secrétaire d'état des États-Unis d'Amérique."

Nous désirons la paix du monde aussi ardemment que qui que ce soit, mais nous croyons que le président Wilson a présenté le sujet d'une manière parfaitement juste dans le message que nous avons cité plus haut. Nous ne voulons pas d'une paix qu'on pourrait traiter comme un simple chiffon de papier. Nous ne voulons pas que tous

les sacrifices et l'effusion de sang dont nous avons été témoins aient été en vain et qu'on nous plâtre une paix temporaire en attendant une autre boucherie encore plus horrible.

Nous sommes américains et nous tenons à affirmer les droits et libertés de ce pays. Nous sommes prêts à protester contre toute infraction aux droits d'aucun citoyen américain partout.

Nous appuyons le président et les États-Unis qu'il représente si bien.



LES TRAVAILLEURS ET LE GOUVERNEMENT.

NOUS publions dans ce numéro un article sous le titre de "War Work in England," dans lequel. Nous exposons quelques unes des conditions spéciales existantes en ce qui se rapporte au travail dans l'industrie de chaussures en Angleterre, ce qui prouve conclusivement que les histoires circulées aux États-Unis par certaines compagnies, que la guerre a l'effet de détruire les restrictions d'union de métier en Angleterre sont absolument fausses.

Nous nous servons de l'expression, "restrictions" d'union de métier, parce qu'on se sert de ce terme communément dans les compagnies, d'une manière insultante. Ces gens s'occupent peu que la restriction soit contre l'emploi du travail des femmes ou des enfants, ou qu'elle se rapporte aux heures du travail ou à d'autres choses humanitaires innombrables. Ce qui excite quelques patrons, c'est qu'ils seront restreints dans leur désir de faire ce qu'ils voudront avec les êtres humains qui travaillent dans leurs manufactures pour produire les choses qu'ils vendent.

Dans l'article spécial auquel nous faisons allusion, il est facile de constater l'attitude du gouvernement britannique vis-à-vis des travailleurs syndiqués. On les met sur un pied d'égalité avec le capital, et ont droit à la même considération. Ceci ne devrait pas être une doctrine révolutionnaire aux États-Unis, car beaucoup de nos hommes d'état ont compris l'importance et même la priorité du travail. On a noté qu'Abraham Lincoln avait reconnu l'importance du travail; mais quelques uns de nos hommes de tête semblent avoir oublié ce que cet homme imminent et autres ont dit.

Et tandis que le gouvernement anglais a reconnu le travail, le travailleur anglais a reconnu et a coopéré avec le gouvernement. Le travailleur anglais a démontré son pa-

triotisme parce qu'on y a fait appel. Les unionistes de métier anglais ont été traités comme des citoyens dans la masse et non pas comme des serfs indignes d'être reconnus et d'être représentés.

Quelle sera l'attitude des États-Unis vis-à-vis des travailleurs? La réponse à cette question aura sans doute pour effet de déterminer la conduite des travailleurs envers le gouvernement. Nous ne désirons pas insinuer d'aucune manière que les travailleurs manquent de patriotisme ou que le mouvement de l'union des métiers des États-Unis est déloyal. D'un autre côté, il ne serait pas juste de s'attendre à ce que les travailleurs à gages aient tout le patriotisme tandis que leurs patrons ont tous les profits.

Nous avons vu, tel que démontré dans l'article spécial dont nous avons déjà fait mention, que quand le gouvernement britannique commença à organiser ses industries pour la guerre, il s'occupa des unions de métiers et leur donna des représentants sur chaque bureau de guerre important. Ceci nous paraît tout-à-fait raisonnable et propre; que ce soit dans une industrie faisant de marchandises pour le gouvernement pour la guerre ou pour le soutien des ouvriers ainsi employés. D'un côté nous avons le capital représentant le droit de propriété et la direction, et de l'autre côté nous avons le travail représentant la force qui fait le travail. Quand le travail arrête, il en est de même de l'industrie; quand le capital arrête, il en est de même de l'industrie. Afin de tenir l'industrie en opération pour en augmenter la production et l'efficacité, il est nécessaire—c'est du moins ce que le gouvernement anglais trouve—d'unir le capital au travail par des règlements et des conditions de travail venant du gouvernement même, qui voudraient dire, "Marchez; maintenant, allez au travail et produisez les marchandises pour le soutien de votre pays, ou, en d'autres mots, votre gouvernement."

Mais aux États-Unis le gouvernement réunit ensemble certains patrons, comme s'ils représentaient l'industrie complète en eux-mêmes, sans égards pour les citoyens américains qui travaillent leur usines ou manufactures.

Pas un seul de ces patrons peut garantir le prix de son travail actuel. Des conditions peuvent s'élever durant la nuit qui les mettraient dans l'impossibilité de manufacturer demain des produits à aussi bon marché qu'ils peuvent le faire aujourd'hui. Les patrons sont confrontés par des augmentations radicales dans le prix des matériaux. Il leur faut agir en conséquence.

Les employés sont confrontés avec des augmentations radicales dans le coût de la vie et il leur faut agir en conséquence. Dans tous les cas les employés veulent des gages plus élevés et de meilleures conditions de travail, quelque soit le coût de la vie. C'est l'état d'esprit naturel de l'individu qui possède une étincelle d'ambition. Il veut avoir des choses meilleures et toujours meilleures pour lui et sa famille, plus et plus de privilèges et de jouissances de la vie.

Autre chose: le gouvernement cherche à prendre des mesures pour régulariser les prix de quelques unes des nécessités de la vie. A l'heure actuelle on a décidé quel serait le prix du charbon—bitumineux et anthracite. On a supposé que quand le gouvernement prendrait la question du charbon, les consommateurs seraient soulagés, mais nous voyons que la situation ne sera pas changée: le chef de famille n'aura pas le charbon à meilleur marché, quelque soit le prix réduit pour le charbon anthracite aux mines.

Nous trouvons aussi qu'on a décidé que le prix du blé serait de \$2.80 le boisseau d'après les rapports publiés, et nous savons que cela veut dire que la farine sera de \$12 à \$14 le baril.

En établissant les prix sur les nécessités de la vie, nous avons observé que le gouvernement les placés au haut de l'échelle. L'effet sera peut-être d'arrêter l'extorsion. Mais le travailleur à gages se trouve en face du fait, bien désagréable, que les hauts prix des nécessités de la vie ont été confirmés et établis par entente entre les patrons et le gouvernement, et dans cette entente ni les producteurs ni les consommateurs étaient représentés.

Quand il organise les forces productrices de l'industrie, le gouvernement rencontre les patrons et non les employés. En établissant les prix sur les nécessités de la vie, le gouvernement s'entend avec les producteurs mais non les consommateurs, de sorte que le travailleur à gages l'attrappe des deux côtés. On l'ignore sur les bureaux et comités qui auraient naturellement le droit d'établir les conditions d'emploi et de production, et on l'ignore aussi quand on détermine les prix des nécessités de la vie.

Le gouvernement n'a peut-être pas l'intention d'occuper une position aussi tranchée en ce qui se rapporte aux travailleurs. S'il en est ainsi, il est temps qu'il suive l'exemple du gouvernement anglais et accorde au travail syndiqué considération et représentation plus égales qu'il le manifeste actuellement.

LE TRAVAIL PARLERA POUR LUI-MÊME.

NOUS traversons une période, non seulement de péril national, de libertés exposées au danger, de menace à la démocratie, mais aussi de fausse direction.

Le temps de pallier les paroles est passé. Nous sommes en guerre et tout homme qui ne supporte pas le gouvernement est un traître. Chaque fois qu'on se réunit pour exprimer des sentiments hostiles au gouvernement, l'on aide à l'ennemi. Dix mots lancés imprudemment en faveur de la paix à l'heure actuelle peuvent coûter le sacrifice de dix vies de plus dans un effort de terminer la guerre.

Si les États-Unis sont unis et que le peuple est uni, la connaissance d'une telle condition de fait n'encouragera pas l'ennemi; mais chaque fois qu'on montre qu'il y a division parmi nous, l'ennemi est porté à espérer que la guerre civile en Amérique pourrait être la salut de l'autocratie en Allemagne.

Malgré l'évidence de ces faits, nous avons eu aux États-Unis des pacifistes outrés, qui nous font soupçonner avec raison qu'ils sont pro-allemands, qui ont cherché à organiser un mouvement en ce pays en opposition au gouvernement et la position que le pays a pris dans le conflit préqu'universel actuel. Ces gens, ou quelques uns d'eux, se sont nommés Conseil du peuple d'Amérique et ont cherché à parler pour le Travail et à affilier le travail syndiqué avec ce conseil pour ses propres fins.

C'est très-ennuyeux d'avoir des hommes de ce genre prétendre parler pour le travail syndiqué. Il est assez facile de voir qu'ils ne s'occupent que de la force numérique du travail syndiqué dont il veulent se servir. Pour cette raison ils introduisent toujours dans leurs mandes projetées quelque sorte d'appât dans l'espérance d'intéresser les unions ouvrières. Dans le cas actuel, toutefois, ils ont fait fiasco, même s'ils ont réussi à affilier quelques uns, pour la simple raison que le mot "paix" a pu faire appel à quelques sans-souci présentement.

Heureusement, le travail syndiqué est compétent et parlera pour lui-même; il le fait actuellement. On a organisé un corps connu comme "American Alliance for Labor and Democracy" avec Samuel Gompers comme président, dans lequel nous comptons d'autres vétérans unionistes de métiers dans le bureau aviseur. Nous publions ici un article qu'on nous demande d'insérer comme éditorial:

Ecrasez Les Traîtres!

Voici l'Amérique. Nous qui vivons ici sommes américains.

Il ne saurait exister deux sortes de peuple en Amérique; on ne pourrait y trouver des américains et des anti-américains. Nous sommes américains.

Il ne saurait exister de division dans le mouvement laborieux. Ceci est le **MOUVEMENT AMÉRICAIN DU TRAVAIL**. Il ne changera pas.

L'Amérique est entrée dans un conflit mortel. Elle lutte pour la vie, la liberté, le bonheur—tout ce que l'américain apprécie.

On a versé un sang précieux pour assurer la liberté de cette grande nation. L'Amérique a été une lumière dans le monde pour ceux qui aiment la liberté. Elle a inspiré l'espérance aux millions d'oppressés de l'Europe pour continuer la lutte.

L'Amérique doit continuer à éclairer le vivre.

Dans cette guerre la démocratie lutte contre l'autocratie pour la suprématie finale du monde.

Y a-t-il un américain qui hésiterait à prendre les armes pour la démocratie? Existe-t-il un américain assez aveugle pour ne pas voir que le plus précieux héritage de tout homme libre est en jeu dans cette guerre?

Y a-t-il un américain qui ne serait pas prêt à sacrifier la dernière once de sang dans cette lutte pour conserver pour l'humanité ce que l'humanité a tant lutté pour gagner dans tous les âges?

Celui qui répond "non" n'est pas américain, n'aime pas la liberté et est mort à toutes les leçons d'histoire ainsi qu'à tous les appels de l'humanité outragée.

Par tout le pays ont paru des "conseils" de toutes sortes, ainsi nommés, s'efforçant avec vigueur à miner l'Amérique et la cause de l'Amérique. Sous le drapeau de liberté ils poignardent cette liberté américaine ils en rongent les entrailles comme des rats.

Ces conseils prétendent représenter le travail. Ils agissent ainsi afin de rallier le peuple travailleur à leur drapeau noir.

Le mouvement du travail américain et le peuple américain déclarent la guerre à ces traîtres mouvements. Ce doit être laguerre jusqu'à la fin. On ne compromet pas avec le diable ou ses agents quelque soit le beau nom qu'ils prennent pour tromper.

Le travail américain comprend bien ce que liberté veut dire; le travail américain apprécie à sa propre valeur tout ce qu'Amérique veut dire. Et le travail américain ne demeurera pas nonchalant pour voir sa propre et belle organisation détruite et la

nation impotente à l'heure la plus cruciale de toute l'histoire.

L'autocratie doit disparaître partout. Les agents de l'autocratie doivent être chassés de leur travail néfaste. **AMÉRIQUE, LIBRE AMÉRIQUE — AMÉRIQUE VICTORIEUSE! C'EST POURQUOI NOUS METTONS TOUT AU JEU!**



PETITES NOTES.

Dans l'excitation de la guerre n'oubliez pas les cachets d'union.

Rappelez-vous que quand vous dépensez un dollar de vos gages pour acheter un produit non-unioniste, vous le faites au préjudice de quelque camarade unioniste et vous le mettez dans l'impossibilité de faire quelque chose pour vous.

Aucun membre de l'Union des "Boot and Shoe Workers" peut être justifiable de porter des chaussures ne portant pas le Cachet. Cela le concernerait de si près qu'il serait bien forcé de le réaliser. Mais l'on ferait aussi bien de porter des chaussures sans cachet que de porter un chapeau sans cachet ou d'acheter un cigare fait par des ouvriers non-unionistes.

Il faut la coopération de tous les gens d'union d'union de tous les métiers pour faire un succès de notre Cachet d'Union, et de notre côté, nous devons aider les autres métiers afin de les rendre assez puissants pour nous appuyer.

Quelques unionistes, et probablement la grande majorité, remettent à l'épouse, pour dépenser, les revenus qu'ils reçoivent. S'en sert-elle pour des marchandises ne portant pas le cachet? S'il en est ainsi, les gages de l'unioniste servent à sa ruine et à celle de ses camarades d'autres métiers.

Quelques hommes d'union sont forts à la manufacture et aux assemblées, mais faibles au foyer. S'il existe une atmosphère non-unioniste à la maison, l'influence de l'épouse et des enfants est du mauvais côté. C'est peut-être la faute de celui qui gagne le pain.

Si un individu se sert de l'Union que comme excuse pour des sorties le soir, l'épouse peut avoir des préjugés contre l'Union tout autant que contre son époux. Un bon unioniste doit vivre d'après les principes de sa société au foyer tout comme à la manufacture ou à la salle de réunions.

Dans la Caroline du Nord l'on fait des efforts pour faire disparaître la loi fédérale des enfants, la poursuite étant faite au nom d'un père pour empêcher qu'on congédie deux fils mineurs employés dans un moulin local, et dont il demande les gages. Quand l'emploi de mineurs est régularisé par les unions de métiers, de telles pour suites ne sont pas nécessaires.

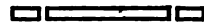
Cent huit polisseurs et "buffers" sur métal unionistes à l'emploi de la "Edison Phonograph Co." sont en grève. Sur demande de la "Metal Polishers' Union," le travail syndiqué est prié de retenir son patronage en faveur de la "Edison Phonograph Co." jusqu'à ce que la situation ait été réglée.



THE DIFFERENCE.

THE booster is the party
Who is hauling down the dough
The folks are glad to grasp his mitt
Wherever he may go.
He's the little ray of sunshine,
He is Johnny on the spot,
And his talk is mighty welcome,
Though it strains the truth a lot.
There's a sort of benediction
In his cheerful "Howdy do,"
And he makes your life worth living
While he's 'round a joshin' you.

The knocker is the person
Who's the sorriest of chumps.
He is blue and melancholy,
And he goes 'round in the dumps.
When the people see him coming
They walk 'round a city block,
So they needn't stand and listen
To his stone-age fossil knock.
He's a burden to his country;
He is no good to himself,
And his victims shout thanksgiving
When he's laid upon the shelf.
—Roy K. Moulton in Akron-Beacon-Journal



Dolby was found engaged in vigorously polishing his shoes.

"What are you doing that for?" the intruder asked. "I always thought you wore patent leather shoes."

"These are patent leather," replied Dolby, painfully bringing his spinal column into normal position, "but the patent on them has expired."—The Labor Clarion.

THE NEW CHILD LABOR LAW.

ATTENTION drawn to the provisions of the "Act to Prevent Interstate Commerce in the Products of Child Labor, etc.," which become effective on the first day of September.

The law forbids the shipment or delivery for shipment in interstate or foreign commerce, by any producer, or manufacturer or dealer, of any article or commodity produced in any mine or quarry in the United States, in which children under the age of sixteen have been permitted to work within thirty days prior to the time of removing such product; or

Any article or commodity produced in any mill, cannery, workshop, factory or manufacturing establishment in the United States wherein, during the thirty days before the removal of such product, there have been employed children under the age of fourteen years; or children between the ages of fourteen and sixteen have been employed or permitted to work more than eight hours in any day or more than six days in any week, or after 7 o'clock p. m., or before 6 o'clock a. m.

Penalty for the infraction of the law is a fine of \$200 for each shipment for the first conviction, and from \$100 to \$1,000 for each subsequent conviction; or not more than three months' imprisonment, or both fine and imprisonment.

The penalties are imposed upon the person making the shipment, whether he is producer, manufacturer, or dealer; but in the case of a dealer having received from the manufacturer or producer a guarantee than the provisions of the law were in no ways violated, such dealer is not to be prosecuted. All who wish to protect themselves against prosecution under this law should be very careful to secure the necessary guarantee.

The Attorney-General of the United States, the Secretary of Commerce and the Secretary of Labor constitute a board to make and to publish from time to time uniform rules and regulations for carrying out the provisions of the law.—Exchange.

DEPORT THE ALIENS.

WORKMEN, and in fact all citizens, should be vitally interested in matters which effect them in so far as the war goes.

It is safe to say that there are several millions of men in this country of military

age who are not citizens, and yet receive the full protection of the government.

It is stated that treaties will be so changed that they either must fight with the United States or be sent back to their native land to fight with their own people.

It is unreasonable to take a man born and raised in this country and send him to Europe to fight the battles of men who are in this country.

It is also very unfair and un-American to take a young man away from his loved ones and his employment and place an alien in the position relinquished.

If this is to be a war of democracy, it should be carried out in the fullest meaning of that term.

And that does mean that able-bodied aliens must take the bitter with the sweet, as does the man who will be called upon to lay down his life.

Every alien should be forced to do his part, and not be allowed to skulk behind our fighters.—Exchange.

URGE EIGHT-HOUR DAY.

"ARGUMENTS against the eight-hour day are for the most part the illusory imaginings of men who will not see," says the Tacoma (Wash.) Daily News.

"They will not see because prejudice clamps their intellects. They are themselves the imprisoned victims of the long day, just as their workmen are. Their intellectual freedom—and what else is worth living for?—is compressed by the cold and miserly notions of a day that is past—past because those notions have been crushed by fact, which does not admit that the eight-hour day is an economic waste, but which insists instead that it is conservation, plus a saving of man power, a guide to a better citizenship and a happier order. The way is clear to those whose visions are clear."

In another editorial the Daily News says:

"The eight-hour day is unescapable. Sophists may argue themselves into shirtless frenzy; employers who think ruin confronts them may protest to hoarseness—it makes no difference. For the turn of the tide is at hand, and the short work day will become a general fact very shortly.

"To attempt to stem it will hasten, rather than delay, the day of its coming. For it has reached that happy status in its career where opposition helps it.

"The northwest will be ahead by a princely sum if mill owners will accept the idea now, and then light in to make the profits that are certain to be made with all hands busy."

GAGGING PROBE OF LIVING COST.

By Lucien Saint.

CONGRESS is trying not to appropriate about \$6000 to investigate the cost of living in the District of Columbia because it would be wasteful.

Probably \$6000 is too much to pay for such an investigation, but the "experts" say that this is the price, and if it can't be done for less, it ought to be done for what the experts need.

Congress was told that one girl was paid two two-cent stamps for three hours' work on an apron; that the average department store's pay for women is \$6.50; that the pay in factories and laundries is lower than this low figure.

Congress was told that it costs between \$8 and \$9 a week to live in lodgings anywhere near decent, and that the women who live at home generally have the burden of helping along other members of the family.

Congress heard a Congressman declare: "We believe the chief cause of poverty in the District is not shiftlessness and drunkenness, but underpay."

Congress heard a woman tell this story:

"A widow with two children came to Neighborhood House to put her children in the day nursery, as she had to go to work. I looked into her employment and found that she is pressing men's clothes all day long for \$4 a week. The steaming clothes threatened her with pneumonia last week. Her children do not get enough food and her rent is in arrears. What is there for her to do?"

The District of Columbia, where such conditions prevail, is the seat of the national government.

What is there to do for the country? Don't the working people know?—nobody else does.



WHAT IS PATRIOTISM?

By Joseph D. Cannon.

PATRIOTISM consists of love and service for one's country, and the less love and service one has, or is willing to give to, or for, his country, the louder and more persistently he shouts "his" patriotism.

Patriotism, real unselfish patriotism, consists in loving one's country so well that he wishes and endeavors to make it a better and ever a better place in which to live, not for himself only, or merely for those near and dear, but for every man, woman and child at present or in future a resident of or a visitor to his country.

One's country should never be a place merely. It should be a condition—and that the best condition obtainable. Patriotism is that conduct which unceasingly strives not only to maintain that condition but with unending effort to improve it—that condition—for all.

Our country is our heritage and the heritage of our children; it is just as good, just as great as we, on the whole, are satisfied to make it. The great mass of the people are responsible for their country, condition or heritage, and to arouse them to a realization of this is a most exalted expression of patriotism; to place them in a position in which they can use their massed strength for the purpose of rescuing their country from exploitation, improving their condition and conserving their heritage is patriotism in the highest degree.

The way in which their massed strength can best be used to accomplish all this is by bringing it together where it can function to best advantage, and that is in their labor unions. Patriotism—real patriotism—is unionism. The first patriotism to which the worker can give evidence is to align himself with the union of his trade or industry in which he is employed, and the highest patriotism to which he can give expression is his ceaseless efforts to strengthen his union, the real bona fide workers' union.

A desire to kill someone—or many—is not patriotism. It is paranoia. A purpose to advance oneself or those near or dear at the expense of the many is not patriotism, but selfishness. To shout, "I have no country," is not patriotic; it is idiotic. It is the refuge of cowardice; the squeal of an interloper, or the clamor of the trickster. Real men and real women of the workers have a country, and are not afraid to assert that fact, and they are going to demonstrate, greatly through the strength of their unions, that they will manage their country in their own interest.

For the workers, unionism is the loftiest patriotism.



PERFECTLY NATURAL.

ROBUST Old Gentleman (to sick woman just arrived at health resort)—When I first came here I hadn't strength to utter a word; I had scarcely a hair on my head; I couldn't walk across the room, and I had to be lifted from my bed.

Sick Woman—You give me great hope. How were you cured?

Robust Old Gentleman—I was born here. —Pittsburgh Chronicle-Telegraph.

THE NON-UNION PARASITE.

WE have never heard of a non-union man who, when his fellow employees had obtained through organization any benefits either through a wage increase or other improved conditions, was not eager and willing to share in the same. Having done nothing to either initiate or support any movement, for better conditions, he is nevertheless, glad to accept the fruits of the endeavors of his fellow-employees. Such a man is called a "non-union parasite." It is said that no animals will prey upon their own kind. Not so with the non-union man. He is the worst kind of a parasite. While his fellowmen are contributing and upholding their craft organization, he sits snugly in his cave and waits until the fray is over and the danger past, only to emerge and partake of the fruits of which he did not help to cultivate or nourish.

Much has been said in condemnation of the strike-breaker and justly so, but surely the man who refuses to help towards obtaining what he wants and lets others do his share and then comes forward to reap the benefits, is no better, if not worse than a strike-breaker. Personally we have had the misfortune to know a few such despicable characters. They are, as a rule, cowards and cringing underlings of the man above them. Their intellect is wrapped and cracked, and they are generally out of tune with the progress and happenings of the world.

To our mind comes particularly the case of a man who posed as a union man. He joined and paid the required dues and then, on the strength of this, he has tried to pose as a member of our organization ever since, although in arrears for five years. His exterior was as dirty looking as his mental makeup was foul. He was receiving fair wages and every time the committee went in for a boost in wages, the class of men of which he was one got their raise as well. On pay day he was "Johnny-on-the-spot" at the pay wicket, but 100 miles behind with his dues to his organization. He was a typical parasite of the non-union kind and is unfortunately working on the job yet.

This man is just a sample of the non-union, non-thinking, non-progressing kind, who lets the men on the road who were receiving less pay than he was, keep up the organization of their craft, and through their steady and faithful adherence to the union principle, gained advantages which this parasite was eager to accept at their expense. Fortunately, this species of para-

sites is getting more and more scarce. In the future they will be classed among the extinct vultures of the earth, who, in common with other reptiles, inhabited part of the globe, apparently without any valid claim for existence.

THE RAINBOW'S TREASURE.

By John Boyle O'Reilly.

WHERE the foot of the rainbow meets the field,
And the grass resplendent glows,
The earth will a precious treasure yield,
So the olden story goes.
In a crystal cup are the diamonds piled
For him who can swiftly chase
Over the torrent and desert a precipice wild,
To the rainbow's wandering base.

There were two in the field at work, one day,
Two brothers, who blithely sung.
When across their valley's deep-winding way
The glorious arch was flung!
And one saw nought but a sign of rain,
And he feared for his sheaves unbound;
And one is away, over mountain and plain,
Till the mystical treasure is found!

Through forest and stream, in blissful dream,
The rainbow lured him on;
With a siren's guile it loitered awhile,
Then leagues away was gone.
Over brake and brier he followed fleet!
The people scoffed as he passed;
But in thirst and heat, and with wounded feet,
He nears the prize at last.

It is closer and closer—he wins the race—
One strain for the goal in sight!
Its radiance falls on his yearning face—
The blended colors unite!
He laves his brow in the iris beam—
He reaches—Ah, woe! the sound
From the misty gulf where he ends his dream,
And the crystal cup is found!

'Tis the old, old story: One man will read
His lesson of toil in the sky;
While another is blind to the present need,
But sees with the spirit's eye.
You may grind their souls in the self-same mill,
You may bind them, heart and brow;
But the poet will follow the rainbow still,
And his brother will follow the plough.

WHAT IS UNIONISM?

A TRADE union is like a bank. If you expect to get anything out of it you must put something into it. No union can honor the drafts of a member on its support, its confidence and its moral backing unless that member gives to the union his support. The union run on any other principle goes bankrupt. The blindness of many men to these elementary principles accounts for the weakness of many locals and for the indifference of many who are or have been nominally union men. These men want to reverse all the laws of nature and of business—to keep getting forever and to give never. They want the union to stand by them in their demands, to assist them in sickness and to defend them in difficulties, and when the union fails to do this they never stop to ask whether they are entitled from what they have put into the union to the help they ask at its hands. If you wish the maximum return on your investment in organized labor, choose that investment wisely in all its parts. Give it your financial help—not grudgingly when your card is due, but gladly and generously when it must make a special appeal. Give it your moral support always—not as though its officers were seeking to take an unfair advantage of their position, but freely and frankly, as fellow craftsmen. Give it your constant encouragement—not merely on the floor of the meeting room, but in the shop, theatre and among non-union men. The poorest advertising organized labor gets is from its dissatisfied members. Give your union your presence and your counsel—not alone when the delegates to the convention are chosen or the little “plums” are awarded, but in the transaction of all its business. There are few “plums” in the labor movement, as any officer of any local will tell you, but it is hard to make the rank and file believe this. Give the union the same loyal faith you give your wife or your church, remembering that to some men you are a mirror of organized labor and that labor will be judged by you. The man who has not faith in a brotherhood to which he belongs is potentially a traitor to it.—The Plasterer.



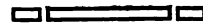
WOMEN CAN HELP US.

THE women of most union men's homes are proud that the provider of the home is a union man. That he draws a good salary, that he “gets home early,” and he enjoys the privilege of freedom; is independent and

demand his rights. In all these things the wife and the family share. Yet what has the wife done to deserve a share in these better things of life, made possible by unionism? If unionism has been discussed in the home and the importance of the union label made known to all, then it is possible that the wife deserves her share of all home comforts. She deserves it, for she has done her share in creating better conditions for other wives by using the greatest power of union labor—the buying power. Women of union homes can do as much for the cause of organized labor as the men actively engaged in the struggle. All conscientious and thinking women are willing to devote time and thought to this question and for selfish reasons as well as higher motives they should. Ladies, if you appreciate your position in life, if you wish to better it, and if you wish to help other wives and families to better conditions, then demand the union label and get it. By doing this you will aid the labor forward movement in a general way. You will strengthen the cause that fought for and got workingmen's compensation; two-week instead of monthly pay days; freedom for children through the Child Labor bill; factory and mine inspection and all other improved conditions now enjoyed by the common people. You will aid in obtaining shorter hours for women; mothers' pensions; and the many other humanitarian principles now advocated by union labor.

Will you ladies of union homes give this matter your careful thought and consideration, now, today? Will you come to the conclusion that this great humanitarian cause based upon the sound, fundamental of the human race, is worthy of your support? If so, then it lies within your power to render the greatest support of all—the employment of union labor—by the purchase of union-made products. Patronize only fair firms.

These are questions each housewife must decide for herself. Will you decide for or against the workers?—Exchange.



SLIPPED.

A soldier whose head and face were heavily swathed in bandages, and who obviously had had a bad time, was being feelingly sympathized with by a solicitous lady.

“And were you wounded in the head, my poor fellow?”

“No, ma'am,” Tommy replied. “I was wounded in the ankle, but the bandages slipped.”—Tit-Bits.

HYGIENE OF THE PRINTING TRADE.

THE results of an inspection of 130 printing plants located in seven of the largest cities of the country have just been published as Bulletin No. 209 of the Bureau of Labor Statistics, U. S. Department of Labor, under the title "Hygiene of the Printing Trades." This investigation was undertaken to discover what influence the presence of lead and other toxic substances has upon men in the printing trade and to observe all the features of the industry which might have an indirect bearing on health.

All of the processes used in printing, including type founding, were studied. It was found that the principal dangers confronting printers, especially in hand composition, monotype and linotype casting, stereotyping, and electrotyping, are the exposure to lead and antimony dust and to possible fumes from molten lead, to carbon monoxid from gas burners; to volatile petroleum products or coal tar products used to clean type and press rollers; to turpentine used for the same purpose; to anilin oil and possibly wood alcohol and tetrachloride of carbon, used as roller cleaners; to lye water for washing type and forms; and to acrolein fumes, which develop when old ink-covered type is heated for remelting. Furthermore, the printer's trade is unhealthful because it is an indoor occupation, often carried on in vitiated air, because the small amount of physical exertion required results in sluggishness of circulation and sensitiveness to cold, and because the nervous strain is great. The report shows that American printers suffer far more from tuberculosis than occupied males in general.

The most important danger is lead poisoning which may be acquired by handling food or tobacco with hands which become smeared with lead, or by breathing lead dust and fumes. An examination of 200 working printers in Boston and Chicago showed that only 93 men, or 46.5 per cent, were free from noteworthy symptoms of ill health, that the remaining 107 had health impaired, and that 18 of the latter were suffering from chronic lead poisoning. Disease producing conditions were found in many of the 130 plants visited, although in general there has been a marked improvement in sanitation during recent years and several model establishments were found in these cities.

To show that the health standards of the industry are improving, the experience of the International Typographical Union is noted. From 1900 to 1915 the average age

of members at death increased from 41.25 to 50.84. The number of deaths due to all causes in the five-year period, 1893 to 1897, was 2,061 and in the three-year period, 1913 to 1915, the number was identically the same; but in the earlier period 66.8 per cent were below 45 years of age, while in the later period 38.9 per cent were below 45. The per cent of deaths due to tuberculosis decreased from 31.2 to 19.1 in 1915.

The following measures for the prevention of occupational diseases among printers are recommended in the report: Ample ventilation in all sorts of weather; electric heating of lead pots or exhaust ventilation to carry off gas fumes; scrupulous cleanliness of the premises; no dry sweeping or dry dusting or blowing out of type cases, or dry cleaning of casting machines and plungers; proper lighting; separation of processes which produce lead dust or fumes from other processes; prevention of excessive heat, especially moist heat; ample washing facilities; no excessive speeding up or excessively long hours; and prohibition of boys' work in processes involving exposure to lead dust or fumes.

The bulletin includes a description of the printing plants visited and the various processes of the industry.



THE ORGANIZER.

THE organizer—pity him. You ought to, but you don't.
 He's blamed by some because he does—by other 'cause he don't.
 He works all day and half the night; he's always on the job.
 A task like his can't well be filled by bone-head, mutt or slob.
 On Sunday if he ever should desire to go to church,
 When he's not Johnny on the spot for him they start a search.

Inside a month he listens to a thousand tales of woe,
 And some believe there's not a thing but what he ought to know.
 He's a target for the moocher, and he can't keep out of range
 Of the tourist who, when stranded, badly needs a piece of change.
 Then the knockers with their hammers keep on stirring up a stink—
 Yes, his path in life's pleasure, filled with roses—I don't think.

—Plumbers' Journal.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

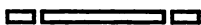
Headquarters:

246 Summer Street, Boston, Mass.



GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine



GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room 610, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters



GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthroy St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
25	Oscar Tuey,	St. Louis, Mo.
38	M. W. Cornell,	Brockton, Mass.
68	William Kloker,	Cincinnati, O.
103	Pary Johnson,	Nashua, N. H.
119	Frank Thompson,	Lawrence, Mass.
170	Otto Noeske,	Milwaukee, Wis.
276	Arnold Borgeson,	Racine, Wis.
338	Joseph Witzenhaus,	St. Louis, Mo.
469	Jessie Davidson,	Augusta, Me.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.
5. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
6. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention of the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately and report separately, to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon books to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

13. Members claiming benefits and desiring to leave the jurisdiction of the local union, must first secure permission from the General Secretary-Treasurer.



DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO SEPT. 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

**Factory
No.**

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco, Cal.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- *39 Knipe Brothers, Inc., Ward Hill, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *73 Civilian Shoe Co., Ward Hill, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kinsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- 102 Granger Shoe Co., Haverhill, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Felbrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellet Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 225 Lewis Shoe Co., Boston, Mass.
- 226 N. K. Junior Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 266 Adams Shoe Co., Haverhill, Mass.
- 269 Orange Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- 185 Cramer Shoe Mfg. Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Can.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes, manufactured by Geo. E. Keith Co., No. 9 Factory, Boston.
- *344 Rideau Shoe Co., Ltd., Massillon, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Can.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION re-
sembling our Union Stamp is likely to be
a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless
they bear a plain and distinct impres-
sion of the UNION STAMP.

- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK
PATRONIZE UNION REPAIR SHOPS



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,



Profit to the
Retailer,
and
Peace to the
Community

CONTENTS

SPECIAL ARTICLES

	Page
CONSERVATION OF MEN	1
TRADES AND LABOR CONGRESS OF CANADA	4
DUTY OF FOREIGN BORN	8
THE TRIUMPH OF DEMOCRACY	10
OUR FOUNDATION MUST NOT BE UN- DERMINED	12

EDITORIALS

LIBERTY BONDS	14
THE LYNN SETTLEMENT	16
ALLIANCE FOR LABOR AND DEMOC- RACY	17
DOING OUR BIT	19
ARBITRATION VINDICATED	20
BRIEFS	20
FRENCH DEPARTMENT	22

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	27
DEATH BENEFITS	28
RULES GOVERNING SICK BENEFITS	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

CONSERVATION OF MEN

CONSERVATION is the great cry of the hour. Because of the war and its drains upon food supplies and upon industries, different committees and organizations are springing into being all over the country designed to conserve or save something so that the national resources may be husbanded, that less may be wasted, and that the products of our farms and factories may be used to feed and clothe not only ourselves, but a large proportion of the Allies.

We have a food dictator at Washington and we have passed legislation by Congress giving a large measure of government control over the necessities of life so that food may be conserved and made to serve the largest number with the least waste.

We are asked to cut down and regulate our food consumption, to conserve fats of all kinds, to diminish our use of flour, to eat less meat, to save waste paper, and to do a whole lot of other things that were undreamed of a year ago.

We are urged to conserve everything but men. It is true that the conservation of men is somewhat inconsistent with war with its terrible waste of human life, but granted that there was no honorable escape from the present war, that it is justifiable, that it is being fought for the liberty of the world, the most notable cause for which any war was ever waged, then it follows that there is all the more necessity of conserving men.

It is not merely a question of food and clothing, although of course the regulation of the food supply and the regulation of industries in production is, to quite an extent, a movement in the direction of conserving men. The danger, however, is that in the speeding up of industries for larger

production to meet war needs, that the thing may be overdone to the detriment of men and of humanity now and hereafter.

This danger is especially acute if, in the course of the war, there is an increasing employment of female labor in industries, or if the families of those who go forth to lay down their lives on the altar of their country are permitted to suffer for the plain necessities of life.

This truth is admirably set forth by Andrew Furuseth in an article published in *Life and Labor* in which he says:

"Labor Day is the day specifically set aside for and dedicated to the better understanding of labor—of its importance to humanity; its fundamental necessity; that it must be honored and practiced in order that humanity may live. Life demands labor—healthy, natural labor, suitable to age and sex. All our hopes, all our struggles must be directed toward producing conditions which shall make such labor possible. Labor Day emphasizes this necessity anew.

"There can be no real life without labor. Men or animals who shun labor become parasites. They remain undeveloped, incomplete, helpless. When deprived of their fliced sustenance they perish. Labor is indispensable to the health and development not only of the individual, but of the race. Where life is easy, development is either arrested or very slow. Deformity of body or mind frequently results from labor power unused, misdirected or overstrained. Labor power must be used. There must be effort and activity or the faculties decay; but it must be natural activity, such as will preserve and further develop body and mind.

Activity of this character is possible only to freedom.

"The so-called historical period of humanity has apparently failed to further the evolution of man. His body is no stronger, more supple or enduring than at its beginning. His senses, there are excellent reasons for believing, have decayed rather than developed. We are told that Europeans of the stone age were at least our equals in physical development, and that their heads contained a brain at least equal to ours in weight. These people lived and had developed by hunting.

"There is no life so free as that of the hunter—free to follow impulse, to struggle, to move about, to measure strength and wit against obstacles of all kinds. Only those of the greatest courage, endurance and skill survive; the deficient die early and leave few offspring. The hunting period was the development period of humanity. The hunt furnished all the conditions essential to development. It necessarily developed keenness of judgment and caution, strength of muscle and swiftness of motion, because upon those qualities life depended. It was a life which set its indelible mark upon man, for man is a hunter still, though he stalks a different game.

"The male trailed the game and finally brought it home. Cave or hut, it was still his home. For it he hunted; in defense of it he fought and died. He provided for the women and children and defended them. That was his labor. The woman was, first of all, a mother to her children. She fed them from her breast in infancy; she prepared food from the game brought home—food, and to some extent clothing for herself, the children and the man. The children, in play, learned the labor which was later to be theirs. There was an honest division of labor, each doing that for which nature best fitted them. Thus they labored and lived and developed, and from this free life has come all that humanity really is or has in physical perfection and mental endowment. Man may have learned many new ways of using his faculties, but the faculties are the same. There is polish, but it brightens the same metal.

"In the early period of agricultural development, while freedom remained, while the work was diversified and in the open, man retained his vigor of body and mind and lost none of his strength. He managed to preserve his stature and strength even during the period of serfdom. It was commonly admitted that none but an Englishman could bend the bow of an Englishman.

"The male was still the provider for the family. The female was first of all the mother; second, the preparer of food and clothing. While the man's work was in the open and diversified, and the woman's work was in the home, where she could rest when necessary and pass from one task to another—in itself a rest—the race kept fairly healthy. The hours were long and the labor exhausting in the summer, inseed and harvest time, but the hours of labor in the winter were short and brought recuperation.

"This balance between labor and rest was maintained until cheap artificial light was invented. With artificial light and machine manufacture humanity entered the present. Now the male has very largely ceased to be the sole provider for the home. We now have the family wage. Man cannot, with all his hours of labor, earn sufficient to take care of a family. Marriages are becoming less numerous and are entered into later in life, very often not at all. Promiscuity, abandoned early in the hunting period, and pairing marriages, abandoned at the close of barbarism as unhealthy and destructive of life, are returning.

"Boys and girls who should be in school and on the playground, or in pride and play helping father or mother with their work, are sent into the factory, where the boy is stunted tending a machine and the girl is robbed, first, of that girlishness of mind that later makes the real woman, then of the physical development and strength that alone can make a vigorous mother. She is compelled by conditions to continue in the factory until married, and then still on and on until she becomes a mother, often remaining, doing the same thing over and over, while every bone and muscle is aching from fatigue, until taken with 'labor pains.'

"Before she has recovered her strength we send the mother back to the factory and her child to a day nursery, where it sucks cow's milk from a bottle. The mother becomes ill because she cannot give the child its natural food; without it, the child sickens or dies. This process is repeated over and over until the race is crippled and healthy human life threatens to become non-existent.

"The English were the first people to be driven into this life. They were five feet nine, with forty-five inch chests, when their factory life began. In the factory districts they are now more often five feet two, with thirty-five inch chests. They are given the hideously descriptive name of bantams, and are organized into bantam battalions and sent to defend the factories which, by re-

versing the processes of evolution, robbed them of the health, strength and stamina which were theirs by divine right.

"And still we turn deaf ears to the lessons taught by science, by experience, by religion. And still the deforming, life-destroying business goes merrily on. And the end is not yet. For we cannot persistently violate Nature's laws and remain in health. We cannot persistently compel woman to live an unnatural life and have a healthy people. Woman is the race."



LITTLE UNDERSTOOD.

THERE is no other institution in the land that seems to be so little understood and so often misrepresented as the trade union movement. This is not always by evilly intended people either. There are many good intentioned people who have the good of the workers in mind and extend it in many cases, but the way they offer it shows they are not in proper touch with the best human side of the question. They work of course, along lines suggested by their point of view, which unfortunately gives an offense that was not intended when the offer was tendered. The workers when in an aggrieved condition are not unlike a hungry deer who has once been trapped when forced by hunger to bite at a tempting bait—after his first experience he becomes wary, and approaches a tendered offering with the idea in mind of some way or other to find out where the hidden spring may be, and it is most natural in the light of many bitter experiences he has had. This may or may not give offense to the one who has extended his helping hand. The degree of the offense taken is predicted on the true understanding of the nature and the condition of the ones to which the extension is made. To extend a helping hand successfully there must be a knowledge born of experience, so as to know how to give it. There are some in times of great stress who break in and want to be a help, but they extend it in such a way that the receiver must surrender his way to that of the giver; another will come presenting his offer in the spirit of throwing a piece of meat to a hungry dog; yet another will make his offer in the spirit of giving a tramp a meal; yet another beclouds his offer with apatronizing atmosphere. All these assistance offers may have been based on good intentions, but all of them have the peculiar faculty of making the receiver feel as a dependent and a partial surrender of his independence which is inborn in the human

breast. Neither the giver nor the receiver have any sense of good feeling as a result.

In many of our upheavals this has been the result, all because the environment which have surrounded the kindly intended has not given that understanding that carries with it a knowledge of how to extend the sympathetic hand that does not offend the sharpened senses of the recipient.

If some of our kindly disposed friends could only know what the workers have gone through in the struggle for a livelihood and light and higher places of life, they could then put themselves in the other's place and understand the sharpened senses that the everlasting greed grind brings to those who are forced to get between the upper and nether stone. If they would remember that grinding has gone on for centuries, the curtain of darkness and hope only being thinned by what has been rubbed off by the continued effort of one generation succeeding another, seeking what is ever uppermost in the human breast, a hope for better things.—Amalgamated Journal.



A TALE OF THE TICKER.

A fort is taken, the papers say,
Five thousand dead in the murderous deal.

A victory? No, just another grim day.

But . . . up to five hundred goes Bethlehem Steel.

A whisper, a rumor, one knows not where . . .

A sigh, a prayer for a torn heart rent . . .

A murmur of Peace on the death-laden air . . .

But . . . Bethlehem Steel drops thirty per cent.

"We'll fight to the death," the diplomats cry.
"We'll fight to the death," sigh the weary men.

As the battle roars to the shuddering sky . . .

And . . . Bethlehem Steel has a rise of ten.

What matters the loss of a million men?

What matters the waste of blossoming lands?

The children's cry or the women's pain?

If Bethlehem Steel at six hundred stands.

And so WE must join in the slaughter-mill,
WE must arm ourselves for a senseless hate,
WE must waste our youths in the murder drill . . .

That Bethlehem Steel may hold its state.

TRADES AND LABOR CONGRESS OF CANADA.

By E. W. A. O'DELL.

THE 33rd convention of the "Trades and Labor Congress of Canada," held in the city of Ottawa, Ontario, Sept. 17th to Sept. 22nd, inclusive, will undoubtedly go down in history as one of the most important gatherings of representative labor men ever held in Canada.

The many subjects coming before the delegates, were not only of paramount importance to the Canadian worker, but also to the workers of all countries.

There were 287 delegates present, representing International Trade Union locals in Canada and Central Bodies, from Sidney, C. B., in the east to Victoria, B. C., in the west. In addition to these, there were three Fraternal Delegates: Emmanuel Kovelesky, Labor; John Winston, representing the British Trades Congress, and Miss Alice Henery, representing the National Women's Trade Union League of America.

Among the outstanding features of the convention, apart from the matter pertaining to the progress of the labor movement in Canada were the attitude of the Congress upon the question of Conscription. Several resolutions were submitted, on this subject, ranging from those of a comparatively mild nature, registering, opposition, to conscription of man power, without conscription of wealth, to others which urge the declaration of a Dominion wide strike, as a protest. The proposal of a general strike got no farther than a proposal, while the recommendation of the committee on Officers' Reports, to whom the various proposals were referred, carried by a vote of 136 to 106.

The recommendation is as follows:

"In 1915 the Trades and Labor Congress of Canada, at the annual convention held in Vancouver, declared an unqualified opposition to conscription as a method of military enlistment. Last year at Toronto, the same resolution was reaffirmed in all its emphasis. Since then the question of conscription for Canada has agitated the public mind to an unprecedented degree. Sections of the press and numerous public bodies have argued strongly in favor of the adoption in Canada, at this juncture, of that method of securing men to fill the ranks of the Canadian forces for overseas service. In fact, within the past few months, the issue has been before parliament and a most drastic measure in that connection has been debated and carried through the commons and the senate. That

measure is now law and as such contains provisions that impose heavy penalties upon all and sundry who make use of any form of opposition to the principle that might frustrate the carrying into effect of the act now in existence.

"While the congress cannot stultify itself to the degree of either withdrawing or contradicting this year its firm and carefully thought out views on the question of conscription, as embodied in the resolutions of 1915 and 1916, still under our present form of government we do not deem it right, patriotic or in the interests of the labor movement or the Dominion of Canada to say or do anything that might prevent the government of Canada from obtaining the result they anticipate in the raising of reinforcements for the Canadian Expeditionary Force by the enforcement of the law.

"This congress is emphatically opposed to any development in the enforcement of this legislation which will make for industrial conscription or the interference with the trade union movement in the taking care of the interests of the organized workers of this Dominion."

The debate on the above took up three sessions consuming 15 hours, during which time three amendments were introduced, viz.:

1. That this Congress urge and work for the immediate repeal of the Conscription Act.

2. Sought to recommend to the wage workers of Canada that every effort be made to force the complete conscription of wealth as an essential part to conscription for war purposes, and that pending the conscription of wealth no support be given to the principal of conscription of men for war purposes.

3. It was as follows: We therefore recommend that the present Government be petitioned to withhold application of the Military Service Act until after the election of a new Parliament, and that we recommend to all affiliated bodies that they use their efforts to obtain a pledge from their candidates for parliament that if elected they will immediately vote for a repeal of this measure.

Pensions.

Under this head the Congress emphatically went on record in behalf of the soldier and his family and urged the immediate adoption of a scale of pay, pensions and separation allowance that would benefit the Canadian soldier. Summarized the clauses adopted in this regard were:

1. Increase the pay of privates to \$2.00 per diem and pay of non-commissioned officers in proportion. Thus enabling the soldier to cope with existing conditions.

2. Standardizing the pensions and eliminating the discrimination at present shown between rank and file and the higher commissioned officers. Making the pension for total disability \$100.00 per month irrespective of rank. The present scale provides \$480.00 for a private and \$2700.00 yearly for a brigadier general.

3. Increase in separation allowance 60 per cent above that now paid. The abolition of the patriotic fund was recommended. Mal-administration was charged as follows:

1. Discrimination in distribution and obnoxious taint of charity in the administration of the fund.

2. Unsatisfactory method of collection, evidence of discrimination against employees for refusal to contribute further to the fund.

3. General dissatisfaction owing to the inability of those charged with the administration of the fund to understand the necessities and struggles of the average soldier's family.

The opinion is expressed that the fund was of service during the early part of the war, but as the calls increased in number the enthusiasm of the contributors seem to wane. It is therefore recommended that this fund be entirely abolished and a sufficient amount added to the increased separation allowance asked to cover the deficiency caused by the stoppage of the patriotic fund payments. It is further recommended that the Government upon taking over responsibility for the payments take over any unexpended balance from this fund. It was suggested that the workers be requested to discontinue contributing to the fund. This found little favor with the delegates.

Demobilization.

The question of demobilization occupied the attention of the Congress. The following is recommended:

Demobilization boards to be appointed by the Government for the various districts along similar lines to Exemption boards now being appointed. Upon each of which shall be at least one representative of labor. The duties of these boards shall be to advise as to necessary regulations and assist in administration of all matters pertaining to returning to industrial life. A suggestion is made that the "Community Plan" which is about to be put in force in Australia be investigated by the Canadian Government.

Free registration of soldiers who desire to follow other occupations than agriculture is proposed.

Literacy Test for Immigrants.

The Congress went overwhelmingly in favor of having a literacy test applied to all immigrants, which contemplates that the immigrant shall be required to read and write some language or tongue. Reference was made to the fact that this was now the practice in the United States, and it was further pointed out that this provision was obtained after considerable expense and effort of the A. F. of L. and in the face of strenuous opposition from the large employers of labor.

Labor Party.

The Executive Council stands instructed to take immediate steps to call provincial conferences for the purpose of forming an Independent Labor Party along the same lines as the British Labor Party.

Secretary-Treasurer's Report.

This statement shows total receipts of \$17,542.56, expenditures \$12,671.56, leaving a balance of receipts over expenditures of \$4,871.45; also a reserve fund of \$10,000.00.

The report showed that the membership directly affiliated and paying per capita tax is 81,687, an increase of 15,114 during the year. This is the largest membership yet reported at a convention. Twenty-four charters were issued during the year.

Message from President Gompers, A. F. of L.

"Urgent matters vitally concerning workers of this country prevent my attending the Canadian Trades and Labor Congress. With sincere regret, I find myself unable to carry out the purpose of the Baltimore convention of the American Federation of Labor in recommending that course. Particularly do I regret my inability to greet personally Canadian workers, at this time, when the workers as well as others of our two countries are drawn closely together in the struggle for a common cause—to defend our democratic institutions and ideals against autocratic forces that seek to dominate world relations. It is my hope that the deliberation of your Congress may hearten you for renewed efforts to establish and maintain the rights of humanity against despotism, industrial and political, national and international."

Profound regret was expressed because of the inability of Labor's Chief to attend the Congress and the hope expressed that he would be with us at our next meeting.

President Miller, International Fur Workers.

President Miller of the International Fur Workers appeared before the convention and

explained that he had been requested to leave Canada by the immigration officials of the city of Montreal as his person was obnoxious to the officials. President Miller had come to Montreal on account of a strike of fur workers, members of his organization. Last year in the city of Toronto a similar request was made by the immigration officials of that city during a strike of the fur workers.

Upon instruction from the Congress, the Executive Council took the matter up with the Minister of the Interior and were informed that no deportation papers had been signed in the Miller case. It was learned later that the "Fur Manufacturers' Association" of the city of Montreal had telegraphed the immigration authorities withdrawing their complaint. President Miller was informed that he would be allowed to remain in Canada till he had completed his business. This is similar to the action on the part of the Toronto Fur Manufacturers last year when the fur workers were on strike.

Statement of Congress on War.

"We are against war and all that leads up to war. This world-wide conflict was none of our doings. Labor in no way, even remotely, contributed to the state of things brought about by the precipitating of such mighty forces into the maelstrom of battle; but such being the condition, it has to be accepted as it exists, and the Trades and Labor Congress of Canada is prepared to do all that within it lies to hasten the hour of ultimate victory for the cause of liberty and democracy.

"Once more we affirm that we are in perfect harmony with the 'General Confederation of Labor of France and the American Federation of Labor,' when these two powerful bodies declare in favor of an international Congress, at the time and place to be indicated by the international diplomats for the establishment of peace terms when the war is over. While we are prepared to do all in our power to aid the Allies, and thereby our own Dominion, in the triumph that is anticipated by all, we do not wish to lose sight of the fact that in the very near future, new conditions will arise, and that we must prepare to face them.

"What Are We Fighting For?"

"We are of the opinion that the time has come for a clear-cut pronouncement of the exact purposes for which the war is being waged and the exact terms on which peace can be established.

To Attend Congress.

"Inasmuch as the British Trades Congress, with all its powerful backing, is taking steps to obtain this. Your committee recommends that the convention elect three delegates to attend the conference which is to be ar-

ranged by the British Trades Congress for consultative purposes and to which labor representatives will be invited, as reported by the British paternal delegate to this convention. The reason the three are suggested is so that should the invitation ask for one, two or three, they will be ready and sent in the order of election."

In conformity with the foregoing, the following were elected in the order named: President J. C. Watters, Secretary-Treasurer P. M. Draper, Vice-President James Simpson.

Miss Alice Henery.

Following a most impressive address by Miss Alice Henery, representing the "National Women's Trade Union League of America," the following resolution was unanimously passed:

"Resolved, That the Executive Council of this Congress appoint a committee of men and women to work continuously upon the question of women in industry in Canada, with a view to co-operating with the National Women's Trade Union League, in order to hasten the organization of the women workers, whose exploited condition is pitiful in the extreme, besides forming a continual menace to the existing standards of their brother wage-earners."

The motion was adopted.

Label Committee.

Upon recommendation of the Label Committee, the Secretary stands instructed to specify in the convention call that all delegates are required to have three union labels or stamps of international unions of the American Federation of Labor upon articles of apparel.

This provision met with some opposition, but was carried by a standing vote with a comfortable majority. It is the opinion of the many that this important feature of trade union effort is not given the attention it deserves by Congress. Frequently the "Label Committee's" report is presented in the dying hours of the Congress and little or no discussion is had on the several recommendations. Notwithstanding the fact that Congress has passed drastic legislation with reference to souvenir books, they still continue to appear with the usual number of non-union advertisements.

Addresses of Fraternal Delegates.

The addresses of the Fraternal Delegates were of a high order and their effect on the delegates was vivid by the prolonged demonstration at the conclusion of each address. Described by the press as scenes of wild enthusiasm.

Election of Officers.

President—J. C. Watters, acclamation.

Vice-Presidents—James Simpson, Toronto, Ont.; R. A. Rigg, M. P. P., Winnipeg, Man.; Arthur Martel, Montreal, Que.

Secretary-Treasurer—P. M. Draper, Ottawa.

Fraternal Delegate, American Federation of Labor Convention—William Lodge, Ottawa, Ont.

Fraternal Delegate, British Trades Congress—J. A. Kennedy, Toronto, Ont.

Quebec City, Que., was chosen as the next place of meeting.



WORKINGMEN AND THE WAR.

WHAT is the workingman to get out of this war? Everybody knows that millions of toilers throughout the world are sacrificing their lives and that most of the suffering is yet to come. We have been told repeatedly that war is hell—and so it is.

But put it down as a fact that out of this world-war there will come new ideals of democracy. These will be purchased at a terrible cost and the present generation may not benefit fully because of it.

And yet—Isn't this always the way great blessings are brought to the race? Nothing worth while is ever secured excepting through somebody's sacrifice and suffering. Who would have thought six months ago that the Czar would abdicate and that the horrible conditions which have cursed Russia for so many years would in a few days be a thing of the past? But the freedom in Russia was purchased with the blood of martyrs.

Who knows what may happen in Germany—yes, the United State? For does anyone imagine that our country will escape?

When the rest of the world is paying its price for the purchase of redemption can the foremost republic of this generation hold itself aloof? Undoubtedly America will receive its share of the blessings but it will also be compelled to pay its share of the cost. What that cost will be no one dares prophesy.

For generations we have been comfortable in the belief that we were a continent unto ourselves, that the affairs of the Old World did not materially affect us. We flatter ourselves that we had within ourselves all the resources necessary for our maintenance and that the nations of the Old World might destroy each other to their hearts' content—so far as we were con-

cerned. We would go on our way quite independent of any catastrophe that might occur across the seas—and yet almost in a day we find ourselves in the midst of the whirlpool. All of which teaches us that "no man liveth unto himself and no man dieth unto himself."

The interests of all mankind are one. The affairs of our brothers are our affairs. This is what makes the labor movement so challenging an enterprise. Organized labor is fighting not only its own battles—it is fighting the battles of our common humanity, and this should give strength to the arm and nerve and backbone and courage and grit and everything else that is needed in the fight for social and economic justice. Above everything else we may be cheered by the certainty of final victory.—Rev. Charles Stelzle.



NATURE'S NOBLEMEN.

ALL sparkling crystal were the trees
Like diamonds like the snow—
But, oh, alas! the icy streets
Down which the horses go!
With cautious feet they feel their way—
Reins taut, with bated breath
And glowing eyes—along those paths
Of danger—aye, e'en death!

Now comes a horse, clean cut of limb,
His master's joy and pride—
His dangling badge bespeaks him such—
The driver by his side!
To sit high on his seat at ease,
But adding to the load
His beast must bear, was not his way,
So down the hilly road.

Right cheerily he trudged along
That path of frozen sleet;
The bridle of his horse in hand,
He led him down the street,
And with a kindly pat, kind words,
Low spoken in his ears,
He guided safe the slipping feet,
And calmed the poor beast's fears.

Though rough of garb, of humble mien,
Rude toil his daily part,
Did not this simple act denote
A gentleman at heart?
Nay, more, perhaps; 'tis deeds that speak—
Louder than tongue or pen—
And tell who, in the finest way,
Are Nature's noblemen.

—Louella C. Poole.

DUTY OF FOREIGN BORN.

IN some quarters opinions have been expressed questioning the loyalty of some of the foreign born who are citizens or residents of the United States. It is no doubt true that some of the foreign born are disloyal to the United States, but we have never entertained the opinion that this could be said of any considerable proportion of the alien born citizens and residents of our country.

We have a right to suppose that when people come to our shores and stay with us in industry or in business, they are here because they think this is the best place, on earth for them, that they have more opportunities and more liberties here than in the place from whence they came. Therefore, we have a right to expect them to be loyal to this country as against any other, including that of their birth.

We do not remember to have seen the duty of foreign born residents or citizens set forth more clearly or more strongly than in the address made by Otto H. Kuhn of the banking house of Kuhn, Loeb & Co., delivered before the Harrisburg, Pennsylvania, Chamber of Commerce, in which he said:

"I speak as one who has seen the spirit of the Prussian governing class at work from close by, having at its disposal and using to the full practically every agency for molding the public mind.

"I have watched it proceed with relentless persistency and profound cunning to instill into the Nation the demoniacal obsession of power-worship and world-dominion, to modify and pervert the mentality, indeed the very fiber and moral substance of the German people—a people which until misled, corrupted and systematically poisoned by the Prussian ruling caste, was, and deserved to be an honored, valued and welcome member of the family of Nations.

"I have hated and loathed that spirit ever since it came within my ken, many years ago; hated it all the more as I saw it ruthlessly pulling down a thing which was dear to me, the old Germany to which I was linked by ties of blood, by fond memories and cherished sentiments.

"The difference in the degree of guilt as between the German people and their Prussian or Prussianized rulers and leaders for the monstrous crime of this war and the atrocious barbarism of its conduct, is the

difference between the man who, acting under the influence of a poisonous drug, runs amuck in mad frenzy and the unspeakable malefactor who administered that drug, well knowing and fully intending the ghastly consequences which were bound to follow.

"The world fervently longs for peace. But there can be no peace answering to the true meaning of the word, no peace permitting the Nations of the earth, great and small, to walk unarmed and unafraid, until the teaching and the leadership of the apostles of an outlaw creed shall have become discredited and hateful in the sight of the German people, until that people shall have awakened to a consciousness of the unfathomable guilt of those whom they have followed into calamity and shame, until a mood of penitence and of a decent respect for the opinions of mankind shall have supplanted the sway of what President Willson has so trenchantly termed 'truculence and treachery.'

"God grant that the German people may before long work out their own salvation and find the only road which will give to the world an early peace and lead Germany back into the family of Nations from which it is now an outcast.

"From each of my visits to Germany for 25 years, I came away more appalled by the sinister transmutation Prussianism had wrought amongst the people and by the portentous menace I recognized in it for the entire world.

"It had given to Germany unparalleled prosperity, beneficent and advanced social legislation and not a few other things of value, but it had taken in payment the soul of the race. It had made a 'devil's bargain.'

"And when this war broke out in Europe, I knew that the issue had been joined between the powers of brutal might and insensate ambition on the one side and the forces of humanity and liberty on the other, between darkness and light.

"Many there were at that time—and amongst them men for whose character I had high respect and whose motives were beyond any possible suspicion—who saw their own and America's duty in strict neutrality, mentally and actually, but personally I believed from the beginning of the war, whether we liked all the elements of the Allies' combination or not—and I certainly

did not like the Russia of the Czars—that the cause of the Allies was America's cause.

"I believed that this was no ordinary war between peoples for a question of national interest or even national honor, but a conflict between fundamental principles and ideas; and so believing, I was bound to feel that the natural lines of race, blood and kinship could not be the determining lines for one's attitude and alignment, but that each man, whatever his origin, had to decide according to his judgment and conscience on which side was the right and on which was the wrong and take his stand accordingly, whatever the wrench and anguish of the decision. And thus I took my stand three years ago.

"But whatever one's views and feelings, whatever the country of one's birth or kin, only one course was left for all those claiming the privilege of American citizenship when by action of the President and Congress the cause and the fight of the Allies was formally made our cause and our fight.

"The duty of loyal allegiance and faithful service to his country, even unto death, rests, of course, upon every American.

"But, if it be possible to speak of a comparative degree concerning what is the highest as it is the most elementary attribute of citizenship, that duty may almost be said to rest with an even more solemn and compelling obligation upon Americans of foreign origin than upon native Americans.

"For we Americans of foreign antecedents are here not by the accidental right of birth, but by our own free choice for better or for worse.

"We are your fellow citizens because you accepted our oath of allegiance as given in good faith, and because you have opened to us in generous trust the portals of American opportunity and freedom, and have admitted us to membership in the family of Americans, giving us equal rights in the great inheritance which has been created by the blood and the toil of your ancestors, asking nothing from us in return but decent citizenship and adherence to those ideals and principals which are symbolized by the glorious flag of America.

"Woe to the foreign-born American who betrays the splendid trust which you have reposed in him.

"Woe to him who considers his American citizenship merely as a convenient garment to be worn in fair weather, but to be exchanged for another one in time of storm and stress!

"Woe to the German-American, so-called, who in this sacred war for a cause as high as any for which ever people took up arms, does not feel a solemn urge, does not show an eager determination to be in the very forefront of the struggle, does not prove a patriotic jealousy, in thought, in action and in speech, to rival and outdo his native born fellow-citizen in devotion and in willing sacrifice for the country of his choice and adoption and sworn allegiance and of their common affection and pride.

"As Washington led Americans of British blood to fight against Great Britain, as Lincoln called upon Americans of the North to fight their very brothers of the South, so Americans of German descent are now summoned to join in our country's righteous struggle against a people of their own blood which, under the evil spell of a dreadful obsession, and, Heaven knows, through no fault of ours, has made itself the enemy of this peace-loving Nation, as it is the enemy of peace and right and freedom throughout the world.

"To gain America's independence, to defeat oppression and tyranny, was indeed to gain a great cause.

"To preserve the Union, to eradicate slavery, was perhaps a greater still.

"To defend the very foundations of liberty and humanity, the very ground-work of fair dealing between nations, the very basis of peaceable living together among the peoples of the earth against the fierce and brutal onslaught of ruthless, lawless, faithless might; to spend the lives and fortunes of this generation so that our descendants may be freed from the dreadful calamity of war and the fear of war, so that the energies and millions and billions of treasure now devoted to plans and instruments of destruction, may be given henceforth to fruitful works of peace and progress and to the betterment of the conditions of the people—that is the highest cause for which any people ever unsheathed its sword.

"He who shirks the full measure of his duty and allegiance in that noblest of causes, be he German-American, Irish-American, or any other hyphenated American, be he I. W. W. or Socialist or whatever the appellation, does not deserve to stand amongst Americans or indeed amongst free-men anywhere.

"He who, secretly or overtly, tries to thwart the declared will and aim of the Nation in this holy war, is a traitor, and a traitor's fate should be his."

THE TRIUMPH OF DEMOCRACY.

AS one scans the pages of history and reads of the struggles of the people of all ages to throw off the shackles that bound them to heartless masters it is, indeed, pleasant to note the success that is crowning the efforts of the people of today to rid themselves of government by others and to establish their right to steer their own course and shape their own ends.

Throughout the entire world the men and women of common clay are asserting themselves in a manner that is sending the chill of fear through the frames of those who have held high station and cruelly ridden upon the backs of their humble brothers. There is not a corner of the world which has not been stirred to some extent by the leaven of democracy during the past trying year. Europe, Asia and Africa are full of open advocates of the rights of humanity who have but little fear of the powerful autocrats who formerly compelled submission to their wills, while the Western Hemisphere, always strongly democratic, is adopting measures calculated to strengthen the grip of the people upon governmental institutions in order that they may more readily be made to serve the purpose for which they were instituted—that of meeting the needs of civilized humankind, rather than that of making life more luxurious and easy for the favored few.

Truly the trend of the times, the world over, presages the end of autocratic rule over the lives of men. And in this powerful and successful effort at democratizing the world the great uncounted millions of those who earn their bread in the sweat of their brows, and who have had the intelligence and foresight to weld themselves together in the modern labor movement, have played no inconspicuous part. Their efforts have been fruitful in the past, and every indication is that the immediate future will find their struggles of even greater worth in the battle of man against master, and that the next few years will mark an epoch in the world's history, recording a progress for humanity unequalled in all the annals of time. Crowned heads are falling into the basket of democracy at a rapid rate and the momentum gained bids fair to carry the work forward until arrogant autocracy has been thoroughly humbled and made to do its share of the world's necessary labor.

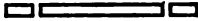
Taking into account the frailties, limitations and imperfections of humanity he would, indeed, be an optimist who entertained the hope that equal and exact justice would be the early end of such a struggle. In spite of the pitfalls and dangers that lie in the path of progress, these are, nevertheless, glorious days for the lovers of justice, because they do hold out the hope that when the slaughter that is now spreading anguish and sorrow throughout the world shall have been brought to an end, the great masses of oppressed people who now have little or no control over their manner of life will find themselves in a position where they can, in large measure, exercise influence over the conditions which shape their mode of living. And this, while not all that properly could be asked for, is, indeed, progress that may well fill the world with gladness over such a prospect.

The things in this world worth having are usually hard to get. If, then, we are called upon to make sacrifices in order to gain liberty, we should do so without unusual complaint, and every man should be willing to do his part toward ushering into the world the right of all to an equal voice in governmental affairs. The laggard and the coward, the lazy and the selfish, the helpless and the hopeless we have always had with us, but in spite of their presence the red-blooded men of the world have gone on from one triumph to another in the interest of humanity. Every age and every clime has contributed its quota of unselfish souls willing to make the final sacrifice that the world might be made a better place in which to live. The greatest struggle the world has ever known is now going on in Europe, and the issue between the contending factions is mainly the supremacy of autocracy or democracy, whether the few shall rule the many or the many rule themselves, and men of the modern world are making sacrifices greater than any ever made by the ancients for the same cause, though their prospects for success are also much greater.

When a little more than three years ago a war-mad despot started to deal out death and despair, things looked black for democracy because it seemed to point to the hand of autocracy as powerful enough to compel submission to its dictates, but just as many a dark and cloudy morning turns out a

bright and sunshiny day, so have the clouds that at the beginning of this great world war obscured from view the golden rays of liberty passed away, and now there is in sight a vision that the most optimistic in their wildest flights of fancy dared not contemplate. The world now looks brighter for the people and darker for the despots, because in the distance, beyond the awful sacrifices that must be made in the name of freedom, there stands out in bold relief the figure of democracy victorious, triumphant, dominant.

If this shall be the result, and all indications seem to point in that direction, then the sorrows and pains, miseries and sufferings of the champions of democracy shall not have been in vain. The goal gained will compensate for the terrible price paid.—Labor Clarion.



ORGANIZED COLLECTIVE ACTION IS THE SAFETY OF WORKERS

THE individual who does not recognize that his problems of living are identified with those of his fellows has missed the key to the solution of his problems. Unaided, he can accomplish but little in a field where collective effort is the basis for all effective action. Employers, directors of enterprises, join together for organized assistance to each other. Co-operation on the managerial side, the large scale organization of industry and commerce, have made the condition of unorganized workers intolerable. Workers as individuals have been economically and mentally enervated. Only by presenting united opposition have they been able to maintain themselves as human beings. Although the Roman soldiers marching singly found it impossible to go against an enemy in strongly fortified cities, they could advance with safety marching shoulder to shoulder under the protection of a testudo formed by overlapping their shields. So organized collective action is the safety of workers dependent upon employers for an opportunity to earn a livelihood.

Regardless of the kind of work they do, wherever workers have learned organization they have been able to protect themselves and to secure better conditions. Haphazard, planless conditions are never conducive to progress. Organization enables the group to put driving force behind their demands and ideals. Thus many so-called unskilled workers receive higher pay than

those following professional or semi-professional callings.

Unorganized workers find themselves helpless when confronted by a period of transition. Protection comes only through definite group action in accord with constructive policies—a condition impossible without organization. So, when the European cataclysm enveloped the whole world, in the reaction following came congestion in commerce and an abrupt cessation of the arts of peace. Industry and commerce in this country were choked. It is an ancient custom to have wage earners bear the brunt of industrial reactions in the form of unemployment, falling wages and higher prices.

Organized workers can act as a unit in protest against lower wages—by protest they act as a stabilizing force and prevent impulsive destruction and waste. Organized workers under war conditions have not only resisted reduction of wages and deterioration of conditions, but have secured increased wages and shorter hours.

When danger of war becomes imminent for our own country among the first suggestions for "preparedness" were proposals to tear down all the protective measures secured by labor after years of struggle. Members of Congress proposed to repeal the eight-hour law and to deny the right to strike. Again the organized labor movement interposed a protest to protect the workers.

Those who have suffered from war conditions and prices have been the unorganized or the poorly organized. They have had no leverage which would give them power to increase wages, and increased prices forced them to reduce their standard of living.

Another transition period is coming when the world returns to a peace footing. Organization is the only agency by which the people can meet and solve the problems of that period. Constructive organization, co-ordination, whether industrial or international, is the fundamental principle of preparedness for peace or war.—Samuel Gompers.



THE TRADE UNION MOVEMENT.

The trade union movement makes better men and women; it makes better husbands and fathers; it makes better homes, parks and playgrounds; it makes better sanitary conditions and safety appliances; it makes better employers and more contented employees; it makes a better world and brighter prospects for the future.

OUR FOUNDATION MUST NOT BE UNDERMINED.

IT is easy to understand and sympathize with the efforts of many men and women who think it necessary to urge the American people to make drastic reforms in their mode of life. In nearly every instance their patriotic motive cannot be questioned. They are quite sure that they are performing acts of patriotic leadership and many of them regard those who may question the wisdom of some of their proposals as unable to see beyond their own selfish desires and ambitions.

Fifty women socially prominent in New York have just taken the initiative in their city of reducing the number of courses at their meals. No matter how many guests they may be entertaining at luncheon, there shall be henceforth only two courses instead of six, and at dinner only three courses will be served instead of eight. A newspaper which devotes much space to social news hails the "First Fifty" as leaders in "Spartan simplicity."

Other women urge strict economy in dress. Automobiles are not to be used. Some women talk learnedly of calories, proteins and carbo-hydrates, and urge the consumption of only those foods having a high nutritive value, although some foods are necessary for other than purely nourishment.

Men anxious to show their patriotism have hired laborers to plow up their front lawns and to substitute turnips for turf, potatoes for peonies. Not being familiar with the prevailing price of labor, these men have accepted any rate of pay that the laborers have been quick-witted enough to ask. The result has been that many workmen have been receiving as much for two hours of such labor as they have been receiving for eight hours of solid work on market gardens. And the farmers have been at times totally unable to secure labor. The final consequence will be waste of much effort and smaller and more expensive crops wherever this form of patriotic enthusiasm has flourished.

Great Britain went through the same experience in the early stages of the war. There women prominent socially urged radical changes. The result, as already pointed out by Mrs. Stotesbury, was that many thousands of women were thrown out of work and were helped to some extent by the charities in turn supported by the women

of social prominence who urged extreme economies.

The reduction of the number of courses by rich New York hostesses will probably prove as futile a saving in food as it was in London when the leading hotels were requested to make the same limits in the number of courses. The London hotels served just as many delicacies in the form of rare and exotic foods, even though the waiters served them in mass formation instead "a la skirmish line." We need not worry that such economies will cause any corner in same.

Men and women who advocate drastic measures do not always carry their thoughts to logical conclusions. It might seem an excellent form of sacrifice to discharge the chauffeur, giving him a letter of recommendation to the nearest recruiting officer. If every chauffeur were thus "sacrificed," more than 110,000 men would be thrown out of work, and as many of them would be unable to meet the extremely rigid requirements of the army surgeons, they would be just "out of a job." Another 100,000 highly skilled mechanics would be seriously affected, because they are engaged in the manufacture of automobiles, and since this industry uses \$503,000,000 worth of materials, other industries would likewise be forced to discharge many men.

If, for purposes of economy, persons engaged in domestic and personal service were sacrificed more than 3,675,000 men and women would be thrown out of employment.

A rigid economy in dress would affect the employment of at least 4,500,000 workers. Widespread curtailment in building construction would have a serious influence on more than 5,200,000 wage-earners.

It is perhaps fortunate, therefore, that those persons who are so anxious to raise this country to concert pitch do not meet with unanimous approval. If all the advice they have offered were followed this great industrial empire would become disorganized to a far greater extent than Russia is today and would present problems to our Government exceeding those of the prosecution of the war.

No such events are likely to occur, since common-sense will prevent. It is unfortunate, however, that persons in their anxiety to impress us with the necessity of such drastic

measures make extreme statements about our dangers. In urging the necessity for cultivating more land they cause many people to hoard foodstuffs and drive up prices unnecessarily. The whole campaign tends to produce a regrettable hysteria that disintegrates our industrial life. Temperance is a virtue not limited to the consumption of alcohol. Our industrial life must undergo certain reorganizations, but not disorganization. It is the foundation on which we live and on which we must fight. It is not the part of wisdom to undermine that foundation.—Uncle Dudley, in the Boston Globe.



UNION LABEL IS EMBLEM OF INDUSTRIAL JUSTICE.

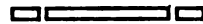
JUST as our national emblem stands for civil and religious liberty, justice and equality, so the union label is the emblem of industrial justice. It stands for the right of collective bargaining, the right of employees to seek redress for their wrongs without fearing discharge. Before unions were organized when any employee became dissatisfied with oppressive and unjust conditions, if he even so much as hinted that he was not receiving an adequate return for his labor, he usually lost his job.

From the time the first gally slave tugged impatiently at his clanking chains, the story of labor has been one continual effort to remove these shackles, one continuous striving toward a better and higher ideal, which was always just beyond his reach, every hoping that the morrow would bring forth more of liberty, greater happiness, and above all a more complete recognition of his right to a fairer and more just division of the product of his brain and brawn.

With just this purpose in view the union label was established, and it was thought, of course, that if the worker has his emancipation in his own hands, he would not hesitate to avail himself of it. But strange to say this ideal has not been realized. The rank and file of labor are today indifferent to the label, or if not indifferent, are at least careless, either neglecting entirely to ask for the label, or if the clerk puts them off or palms off a non-union article, when they ask for one, they quietly submit. Shrewd and wily merchants soon saw that after all it was an easy matter to prevent a union man from getting what he wanted, and as the profit in non-union goods is generally much larger (the unorganized employee receiving less wages and working longer hours than his organized brother), they soon

commenced the practice of stalling the worker out of his rights. This is done by keeping little or no union stock on hand, palming off inferior substitutes, and a hundred other ways in which the shrewd merchant attains his end.

We respectfully request all union men to demand the union card of the retail clerks, and the union label on all purchases. Get just what you ask for, allow no one to palm off substitutes. If the store does not handle union goods, walk out. The merchant will then have union made goods the next time you call. If this is done consistently you help yourself by helping others, and in a very short time we predict it will be difficult to sell non-union goods in San Francisco.—San Francisco Labor Clarion.



FOOD SAVING PLUS UNION ORGANIZATION AND LOYALTY IS BOUND TO SUCCEED.

THE Food Administration at Washington is getting the hearty co-operation of union workers all over the country.

No other group of our people has shown a more earnest desire to help.

Every union worker who signs and keeps the pledge is a volunteer in the service of his country to help win the war.

He or she is also an actual member of the Food Administration.

The union worker's opportunity for service is very broad.

It goes beyond his or her personal saving of food.

It goes beyond the worker's immediate family.

Union workers everywhere are leaders.

Others look to them for guidance and encouragement.

It is our duty in this crisis to be good leaders wherever we can, to explain to others why this or that war measure is necessary, and to encourage those who look to us for leadership, and hold our little group together in the long hard pull that is ahead.

The war is not going to be won wholly on the battlefields.

It is going to be won by strength and loyalty of our industrial armies at home.

Union workers are men and women who have already learned the value of organization and co-operation and loyalty. If we intelligently apply what we already have in this line to the new national organization necessary for war, we will have made an ample contribution.—Exchange.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers. Address all letters to the Editor and Manager.



CHARLES L. BAINE,
48 246 Summer Street,
Boston, Mass.

LIBERTY BONDS.

BEFORE this issue of the Journal reaches our members, the second Liberty Bond will have been offered to the public, and we have been advised that the issue on this call will be for approximately three billions of dollars.

This second issue of Liberty Bonds will carry interest at 4 per cent, with a sur-tax on incomes of over \$5,000, so that any person whose income is less than \$5,000 per year can own these Liberty Bonds without being liable for sur-tax under the income tax law.

We understand that at the time war was declared, in figuring out a part of the work preliminary to financing the war, it was claimed that the national wealth increases would be sufficient to finance the war so that if the future national savings or gains were wholly invested in Liberty Bonds, the Government would be furnished with the necessary funds to carry on the war without any serious draft upon the savings bank deposits.

If every man in America does his duty, and every woman too, this saving or investment, large as it is, can be made without disturbing savings bank deposits. All that would be necessary would be to invest the future gains or savings, then the savings bank deposits as a whole could remain stationary.

This is an important point for to make a raid on savings bank deposits in order to invest in Government Bonds would force savings banks to call mortgages, which, in many cases, are upon the homes of wage earners.

The point that was wisely conceived by the administration is that the savings of the present and future rather than the savings

of the past should be invested in Liberty Bonds, that the people should be prudent with the money they earn and save some of it, and then having saved it, instead of carrying it around in their stocking where it is out of sight and earns nothing, hand it to the government, receiving in return the government's promise to pay with 4 per cent interest.

When any wage earner says that he is not in the bond owning class, he is unconsciously stating one of the troubles with our country. If a few men own all of the obligations of the country, they come dangerously near owning the country. But if the obligations of that nation are distributed over many millions of its citizens, there are so many million actual stockholders,—stockholders in fact rather than in theory, who are bound to take more interest in national affairs than they would otherwise.

How many of our wage earners ever owned a Government Bond? How many ever saw one? An incident is told of a meeting of over 100 prominent citizens of a small town gathered to hear a speaker promoting the last Liberty Loan. The audience included a number of business men, manufacturers and merchants, and the speaker asked how many present had ever owned a Government Bond and not one responded. He then asked how many had ever seen a Government Bond and three responded, and then it developed that two of those three had seen them as bank employees.

We have said that this absence of ownership in government securities is a national fault. At this time, we cannot give the exact per cent, but a very large proportion of the people of France own the Bonds of France. The same is true in England, only to a lesser extent; and our country will be a better country and our government will be a better government when the common people own more of the government securities.

Our local unions should buy some Liberty Bonds and should encourage the members to do likewise. The fact that this second issue of Liberty Bonds provides for a bond of \$50.00 denominations makes it possible for nearly all of our members to purchase at least one bond, especially in view of the fact that it can be secured on the partial-payment plan.

Under the arrangement made by the government, members desiring to purchase a \$50.00 bond can do so by the payment of one dollar on application for the bond and an additional payment of \$9.00 on November 15, 1917, another payment of \$20.00 on December 15, 1917, and a final payment of \$20.00 on January 15, 1918.

Under the bill authorizing the second issue of Liberty Bonds, it also provided for the issuance of what will be called War Savings Certificates of \$5.00 denominations and plans are now under way to place these certificates in various agencies throughout the United States so that they will be easily available to those who desire to demonstrate their loyalty to the country.

"It is proposed," says Secretary McAdoo, "to develop the plans in such a way that savings may be made through the purchase of stamps of small denominations which can be carried in books issued for the purpose and accumulated until a sufficient amount has been saved to purchase a war saving certificate. The Government will redeem these war certificates at any time before maturity upon request of the holder, allowing interest at a less rate than 4 per cent.

"This will give every man, woman and child in America, no matter how small their means, the opportunity to do something to help the Government by becoming the owner of one or more bonds of the Government."

These certificates will be redeemable in five years, all on the same date, but interest will be discounted and the certificates sold at \$4.10.

A campaign to bring the value of this form of investment to the attention of the people will be conducted by a special committee appointed by Secretary McAdoo, composed of Frank A. Vanderlip, New York, chairman; Frederick A. Delano, Chicago, member of the Federal Reserve Board; Henry Ford, Detroit; Eugene Meyers, Jr., Mrs. George Bass, Chicago, and Charles L. Baine, Boston.

Now, what is a Government Bond? It is a piece of paper upon which the government promises to pay a definite sum of money to the holder with interest at a fixed rate of per cent. Money is also a piece of paper upon which the government promises to pay a definite sum to the holder, but without any interest. In each case we have the government, the nation, for security. In the case of the bond we have interest; it is earning us something. In the case of money we do not have interest.

From the nature of the two securities, each relying upon the government for its

value, the bond must be nearly as exchangeable from one person to another as money; in fact, the United States Government Bonds of any issue are nearly always at a premium at any time.

It is not a question of risking or losing money, for the money, itself, being the promise of the government, is merely exchanged for the bond which is merely another promise of the government with interest. If the government cannot redeem the bond, then the money would be of no value, because the government would have failed.

The duty of the wage earner is to support the government. The nation in common with its Allies is fighting to preserve the liberties of all people. It is fighting to preserve world-wide democracy against all forms of autocratic government. This is an issue more important than money, more important than life, and should command the financial support of even the humblest of wage earners. Financial and moral support are both needed. Our government is standing for the people—not only our people, but all the other peoples of the earth, and we must support the government.

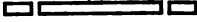
At the convention of our organization held in Philadelphia last June, the general executive board was authorized to invest \$50,000 of our union funds in the next Liberty Loan. This investment has been made, and we are proud of the fact that our organization was in such a financial condition that it was able to make this investment. Today that \$50,000 of Government Bonds figures as a part of the treasury assets of this union.

Nearly all of our moneys are invested in banks. Banks sometimes fail, but the United States government has never failed; therefore, the \$50,000 we have in Liberty Bonds is the safest asset this union possesses at the present time. The bond of the United States government is the best security on earth.

The subscription of our international organization to \$50,000 of Government Bonds is not the full measure of our duty toward this issue of Liberty Bonds, however. After all it amounts to a little over \$1.00 per member, and surely every member of this union is willing to invest more than \$1.00 in defense of the government that stands for the protection of everything he holds dear in life.

The habit of buying Liberty Bonds should be encouraged. This will not be the only issue. If the war continues, three months later we may look for another issue of a

similar amount, or possibly more. It is our duty as citizens to be ready to support our government at all times. It is our duty as trade unionists to show to the government and to the public that we, of the trade union movement, are not financial slackers.



THE LYNN SETTLEMENT.

FOR the information of our members, we desire to advise that the Lynn trouble, due to the action of twenty manufacturers in closing their factories April 18th, 1917, has been settled.

In the beginning, the manufacturers involved justified their action by claiming that the various unions in Lynn could not be depended upon to keep their agreements, and in closing down the factories they made a public statement to the effect that they would not re-open unless they secured an agreement with a responsible organization.

After the struggle had continued for five months, it was brought to an end through the mediation of Mr. H. B. Endicott, executive manager of the Massachusetts Public Safety Committee, and also president of the Endicott, Johnson Co. of Binghamton and Endicott, New York.

The stipulations under which Mr. Endicott agreed to act as arbitrator were as follows:

Lynn, Mass., Sept. 19, 1917.

If the following conditions and recommendations are accepted by the representatives of the United Shoe Workers of America, the Allied Shoe Workers' Union and the representatives of the Lynn Shoe Manufacturers' Association, Inc., I will agree to act as arbitrator:

1. Employees to return to work on Monday, September 24, 1917.
2. Employees to receive same wages as paid on April 18, 1917, plus the bonus of ten (10) per cent where paid on that date.
3. Labor Unions and Manufacturers to enter into an agreement properly signed that there shall be no lockout or strike for three years from this date.
4. Any differences which may arise during the life of this agreement shall be considered by a committee appointed by the joint unions with a committee representing the Manufacturers' Association and every effort shall be made to adjust the differences. Failing to agree the differences shall be submitted to the State Board of Conciliation and Arbitration and pertinent evidence may be submitted from localities wherever obtained, both sides agreeing that the decision of the State Board of Conciliation and Arbitration shall be final.
5. That there shall be no discrimination shown by either side because of any activities taken by organization or individuals in this or past controversies.

With these conditions met I will arbitrate the pending prices and my decision shall be final and accepted by all parties, my findings

to be retroactive to the date the men return to work.

We, the undersigned, all parties to the above agreement, hereby affix our signatures agreeing to abide by the conditions herein contained.

Witness our hand and common seal this nineteenth day of September, 1917.

You will note that it is agreed that there shall be no lockout or strike for three years and that all questions of wages and conditions that cannot be mutually adjusted by the manufacturers and the unions shall be referred to the Massachusetts State Board of Conciliation and Arbitration for decision.

We are pleased to note that the principle of arbitration, long in vogue in our organization, has been accepted by both parties to this agreement. It is to be regretted that it cost millions of dollars in wages and a shut-down of five months to bring this about.

For some time prior to the settlement, certain leaders of the United Faction in Lynn insinuated, and in some cases openly claimed, that the Boot & Shoe Workers' Union was in secret compact with the manufacturers of Lynn for the purpose of establishing the Boot & Shoe Workers' Union in Lynn.

We desire to say that there is absolutely no truth in that charge. In November, 1914, the general officers addressed a meeting of the three independent organizations in the Allied Council not affiliated with the United Faction, this meeting being under the auspices of the Lynn Central Labor Union. At this meeting your officers made the positive statement that they would not enter Lynn for general organizing purposes until invited to do so by the shoeworkers not members of our union.

Early this spring, just prior to the shutting down of the twenty factories in Lynn, a committee of manufacturers sought a conference with your general officers, which was granted. At this conference the manufacturers asked whether or not we would come to Lynn so that they could establish our arbitration agreements in the factories there. We told this committee of manufacturers that we were not interested and would not enter Lynn until invited to do so by a substantial number of shoeworkers.

A short time after the shut-down, we received a communication from the Lynn Chamber of Commerce requesting that we state our position. In order that there would be no misunderstanding in regard to our position among the shoeworkers as well as the general public, we wrote a letter to the Chamber of Commerce which we quote as follows:

Boston, Mass., May 15, 1917.

Mr. Ralph S. Bauer, Chairman,

Chamber of Commerce Committee,
Lynn, Mass.,

Dear Sir:—I have your letter of the 14th inst. in which you call attention to certain newspaper reports to the effect that the Boot and Shoe Workers' Union intend to come into Lynn in the present condition for organization purposes. In reply will say that the Boot and Shoe Workers' Union has not indicated any such intention to any newspaper. The Boot and Shoe Workers' Union's position is that it will not enter Lynn for general organization until such time as a substantial number of the shoe-workers of Lynn shall clearly indicate that it is their desire for us to do so.

We appreciate the deplorable condition existing in Lynn to the disadvantage of all concerned, but the Boot and Shoe Workers' Union is in no way responsible for the present situation, and while we are always ready to assist in clearing up such a situation, we can only do so when the desire for such assistance is manifested in some public or substantial manner by those most directly interested.

Yours very truly,

(Signed) JOHN F. TOBIN,
General President.

Now as to the settlement: Neither side can claim a victory, because both receded from the positions taken at the beginning of the controversy. The independent faction and the other unions have accepted the State Board of Arbitration as the arbiter of disputes. In paragraph four of the agreement it will be noticed that evidence from any locality may be submitted which means that the arbitration must be unrestricted, which is quite a come-down for an organization that has been a pronounced opponent of arbitration, and especially of the state board.

In this connection it may be proper for us to remark that the three factories in Lynn using our union stamp have been working during these five months under an arbitration agreement and without any cessation of work. In other words, after five months of idleness they have accepted arbitration which we have had all along and for nearly twenty years. If we have been doing all of this time, they are wrong now. If they are right now, we have been right for nearly twenty years.

Still, in the interest of all concerned, especially the wage workers involved, we are glad that a settlement has been reached, and hope that the agreement will be kept intact by both parties thereto for the benefit of the workers, manufacturers and general public in Lynn.

ALLIANCE FOR LABOR AND DEMOCRACY.

AT Minneapolis, Minnesota, September 5th to 7th, there was a conference composed of trade unionists, socialists and progressive elements which resulted in the formation of an organization known as The American Alliance for Labor and Democracy, and which adopted the following declarations of principles:

"The American Alliance for Labor and Democracy in its first national conference, declares its unswerving adherence to the cause of Democracy, now assailed by the forces of autocracy and militarism. As labor unionists, social reformers and Socialists we pledge our loyal support and service to the United States Government and its allies in the present world conflict.

"We declare that the one overshadowing issue is the preservation of democracy. Either democracy will endure and men will be free, or autocracy will triumph, and the race will be enslaved. On this prime issue we take our stand. We declare that the great war must be fought to a decisive result; that until autocracy is defeated there can be no hope of an honorable peace, and that to compromise the issue is only to sow the seed for bloodier and more devastating wars in the future.

"We declare our abhorrence of war and our devotion to the cause of peace. But we recognize that there are evils greater and more intolerable than those of war. We declare that war waged for evil ends must be met by war waged for altruistic ends. A peace bought by the surrender of every principle vital to democracy is no peace, but shameful servility. Our nation has not sought this war. As a people, we desired peace for its own sake, and we held fast to our traditional principle of keeping aloof from the political affairs of Europe. Our President, with a forbearance and a patience which some of us thought extreme, exhausted every honorable means in behalf of peace; and the declaration of war came only after many months of futile efforts to avoid a conflict. This was, so relentlessly forced upon us, must now be made the means of insuring a world-wide and permanent peace.

"We declare that in this crisis the one fundamental need is unity of action. The successful prosecution of the war requires that all the energies of our people be concentrated to a common purpose. After more than two years of exhaustive deliberation, in which every phase of our relation to the great world problem has been thoroughly

debated, the constitutional representatives of the people declared the nation's will. Loyalty to the people demands that all acquiesce in that decision and render the government every service in their power.

"We strongly denounce the words and actions of those enemies of the Republic, who, falsely assuming to speak in the name of labor and democracy, are now ceaselessly striving to obstruct the operations of the government. In misrepresenting the government's purposes; in traducing the character of the President and of his advisers, in stealthily attempting to incite sedition and in openly or impliedly counselling resistance to the enforcement of laws enacted for the National Defense, they abuse the rights of free speech, free assemblage, and a free press. In the name of liberty they encourage anarchy; in the name of democracy they strive to defeat the will of the majority, and in the name of humanity they render every possible aid and comfort to the brutal Prussian autocracy. If the sinister counsels of these persons were followed, labor would be reduced to subjection and democracy would be obliterated from the earth. We declare that the betrayal of one's fellow-workers during a strike finds its exact counterpart in the betrayal of one's fellow-citizens in time of war, and that both are offenses which deserve the detestation of mankind.

"We declare that a sturdy defense of the interests of labor is wholly compatible with supreme loyalty to the government. We fully recognize the many proofs given by the President and the Administration chiefs to the principle that the war shall not be made an excuse for lowering any of the standards which have been established by labor in its long struggle. We declare, however, that predatory influence are at work at all times—and particularly in time of war—to lower these standards. These efforts, wherever made, must be resisted. Not only must all present standards be maintained, but there must be no curtailment of any of the present agencies which make for the betterment of the condition of labor. Our loyalty to the government is the loyalty of free men who will not acquiesce in and surrender of principle.

"This war, which on our part is waged for the preservation of democracy, has already set in motion vast forces for the furtherance and extension of democracy. Revolutionary changes have been made—changes which reveal the power and determination of a democratic people to control its own economic life for the common good. We declare that

peace shall not be another name for reaction, but that the gains thus far made for labor should be maintained in perpetuity.

"We declare that a condition which demands the conscription of men likewise demands the conscription of wealth, and that incomes, excess profits and land values should be taxed to the fullest needs of the government.

"We declare that industrial enterprises should be the servants and not the masters of the people; and that in cases where differences between owners and workers threaten a discontinuance of production necessary for the war, the government should assume complete control of such industries and operate them for the exclusive benefit of the people.

"We declare that the Government should take prompt action with regard to the speculative interests which especially during the war, have done so much to enhance prices of the necessities of life. To increase the food supply and to lower prices, the Government should commandeer all land necessary for public purposes and should tax idle land in private possession on its full rental value.

"We declare that the right of the wage earners to collective action is the fundamental condition which gives opportunity for economic freedom and makes possible the betterment of the workers' conditions. The recognition already given to this principle should be extended and made the basis of all relationships, direct or indirect, between the government and wage earners engaged in activities connected with the war.

"We declare that the wage earners must have a voice in determining the conditions under which they are to give service, and that the voluntary institutions that have organized the industrial, commercial and transportation workers in time of peace shall be unhampered in the exercise of their recognized functions during the war; that labor shall be adequately represented in all the councils authorized to conduct the war and in the commission selected to negotiate terms of peace.

"We declare our full accord with the declarations agreed upon by the conference of American trade unionists called by the Executive Council of the American Federation of Labor, held in Washington, D. C., March 12, 1917, in which the representatives of affiliated national unions and international trade unions and the railroad brotherhoods participated.

"Believing that the material interests of the nation's soldiers and sailors and of their dependents should be withdrawn from the

realm of charity and chance, and that health and life should be fully insured, we indorse the soldiers' and sailors' insurance bill now before Congress.

"We declare for universal equal suffrage.

"Fully realizing that the perpetuity of democratic institutions is involved in freedom of speech, of the press and of assembly, we declare that these essential rights must be guarded with zealous care lest all other rights be lost. We declare, however, that where expressions are used which are obstructive to the government in its conduct of the war, or are clearly capable of giving aid or comfort to the nation's foes, the offenders should be represented by the constituted authorities in accordance with established law.

"Inspired by the ideals of liberty and justice herein declared as a fundamental basis for national policies the American Alliance for Labor and Democracy makes its appeal to the working men and women of the United States, and calls upon them to unite in unanimous support of the President and the nation for the prosecution of the war and the preservation of democracy."



DOING OUR BIT.

THE feeling is strong that every person is called upon to do something to aid our government and our Allies in the present war. We must all do our bit.

Some of us must serve in the ranks. Some must go to the trenches. Others go into the naval service and scout for submarines.

Still others must go into aviation; and there is some expert military opinion to the effect that we shall win the war in the air through our superior manufacturing facilities for the production of hundreds of thousands of airplanes.

Also, there is the medical corps, the ambulance corps, the hospital and the Red Cross service. Positions of great danger are numerous, and we are probably drawing near the point when we shall read of numerous American lives lost in battle.

Behind all these forces is what is sometimes termed, the army behind the army, meaning the factories, the farms, the workers at home, we who must supply and feed and clothe not only the military forces, but a large number of the non-military people inhabiting the countries of our Allies and some of the neutral nations.

Each of us must do our bit, and we can be drafted for service at home, and if we

are called upon for that service and do not respond, we are slackers, the penalty for which evasion may not be as severe as it is in the case of the military draft, but it is at least humiliating to our self-consciousness if we know that we are called upon to serve and then withhold our service.

Your general secretary-treasurer was confronted with an issue of this kind on receipt, a few days ago, of the following telegram from Secretary of the Treasury McAdoo at Washington:

Charles L. Baine,

246 Summer St., Boston, Mass.,

Under the bond bill just passed by Congress, I am authorized to issue war savings certificates in small denominations which will bring within the means of the smallest investors the opportunity to invest savings in Government obligations. I am organizing a National War Savings Committee, with headquarters in the Treasury Department, Washington, composed of five men whose duty it will be to have general oversight of the work under the direction of the Secretary of the Treasury. I am anxious to have the labor interests of the country represented by you. Will you accept membership in this committee? You can render a great service to the country and I am sure I can rely upon your patriotic assistance and support. Please telegraph immediately.

Under the circumstances there seem to us only one thing to do; that is, to acknowledge that we were drafted for service, and we therefore telegraphed our acceptance, recognizing, however, that the appointment was not in any sense a personal gratification or recognition, but rather that it is a recognition of our organization and its sound financial condition that has induced them to invite or request us to serve our country in that important work.

Personally, we are proud that our union is so recognized, and we are proud to have contributed ever so little to the success and standing of the organization that has entitled it to such recognition.

From a personal standpoint, we recognize that there are added labors. We shall be obliged to be in Washington two or three days a week, at least, during the period of the present Loan, and possibly longer, and we are not anxious to take on our personal shoulders the burden of all the additional work, including travel and discomforts.

But there is a call to duty and we feel that we must respond. We feel, furthermore, that the organization would not have it otherwise, and we shall endeavor to have all of our routine affairs properly attended to under our own supervision while, at the same time, attempting to do our bit on the call of the government.

ARBITRATION VINDICATED.

FOR five months the various unions of Lynn and the Lynn Shoe Manufacturers' Association of Lynn have been engaged in a struggle, the principal issue of which has been arbitration. It was because the unions of Lynn had refused to accept the principle of arbitration and because they persisted in setting aside their agreements, violating them by strikes, refusing to arbitrate new demands, that the manufacturers' association of Lynn came to the point of shutting down the twenty factories last April, demanding that they shall have the privilege of doing business with one responsible union under an arbitration contract.

Therefore, we say that arbitration was the principal issue, for the manufacturers of Lynn sought the dealing with one union as a means of establishing arbitration.

In the settlement it will be noticed that arbitration is accepted; furthermore, the arbitration applies to any differences that may arise, so that the settlement amounts to an acceptance of unlimited arbitration on both sides.

We are not questioning the good faith of either of the parties. It may be an expensive way to learn anything, but it is possible that in five months of idleness some of the shoeworkers of Lynn have learned that arbitration is a sound principle as applied to the settlement of labor disputes in our shoe industry.

It is a pity, however, that this lesson could not have been learned without such a tremendous sacrifice of wages and of business. There have been no doubt many shoeworkers left Lynn or left the shoe trade forever because of this dispute. No doubt some shoe business has left Lynn forever, during this period of idleness. It may well be questioned whether Lynn, as a shoe city, can ever recover wholly from the losses sustained during these last five months.

And still this contest was waged over an issue that has been established in and by the Boot & Shoe Workers' Union for nineteen years. It has taken the shoeworkers of Lynn five months to learn what the Boot & Shoe Workers' Union has known for nineteen years.

At all events it is a victory for arbitration, for if arbitration is good enough to settle a dispute after it has existed for five months, that ought to be conclusive that it is good enough to settle a dispute before it starts.

BRIEFS.

Be a bond holder. Buy Liberty Bonds.

Whether the amount be \$5, \$50 or \$500, you will have demonstrated that you propose to support the people of the world in their fight for liberty and democracy of the world.

The ten-dollar bill in wife's stocking is not a fighting ten-dollar bill, but an idle one. Put it into Liberty Bonds and it is fighting for you and for us. Besides that, it earns you 40 cents a year interest.

A military authority has said that if the war is not finished on the other side, it will be finished on this side; therefore, those of us who are not going to the front in uniform should go to the front in dollars. While we work, our dollars should fight for us and for our gallant brothers at the front.

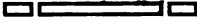
In all the activities of an unusual character that engage our attention in these unusual times, let us not forget all the regular work of our trade union movement, and especially to increase the demand for all trade union labels. In war times merchandising methods change rapidly because of changed conditions of supplies and production. Hence it is all the more necessary to be constantly on guard demanding union label goods. No matter for what special service we may be drafted, nor whether the term of such service be long or short, the fact remains that as trade unionists we are drafted all the time for trade union service and for union labels.

No wage earner should go through life without ever seeing a Government Bond. They will now be brought within the reach of anyone with \$50. Let us make it popular to buy them and let organized labor make it manifest to all that it can raise no insignificant sum of money for the purchase of the securities of the nation and for the successful prosecution of the war.

Our compliments to Mr. H. B. Endicott for his success in bringing the Lynn difficulties to a settlement. His stand in favor of arbitration is especially to be commended. We cannot refrain, however, from expressing the wish that the principle of arbitration as between the employers upon the one side and the union workers upon the other could receive a wider recognition in Mr. Endicott's own shoe factories.

The old maxim, "it is never too late to mend," can well be applied to the Lynn situation. If the shoeworkers of Lynn are sincere in their conversion to the principle of arbitration, the difference in principle between them and us is visibly lessened. When they refused to make time-contracts or to accept arbitration in any form, which was the issue upon which they split away from this organization, the gulf between us was very wide. Now they have adopted the full measure of that which they previously condemned.

The International Typographical Union subscribed \$30,000 to the first issue of Liberty Bonds and the subordinate locals attached thereto subscribed \$54,850 additional. This is indeed setting a good example for other unions attached to the American Federation of Labor to follow.



PADDLE YOUR OWN CANOE.

SOME man of a most practical trend of mind made the statement years ago that "God helps those who help themselves."

This is the expression of a basic truth. Those who fight their own battles are those who qualify themselves for the enjoyment of independence. Those who depend upon others to do their fighting for them, not only become weaklings, but are bound to fail in the end. Rights and liberties have only been won because men were willing to fight for these themselves.

The individual member should not expect the other members in the shop to do things for him which he can do for himself. The local union should not expect the international organization to do those things for the local which its members are competent to do for themselves. The International Union should not expect the American Federation of Labor to do those things for itself.

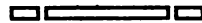
Yet with this must go the spirit of co-operation and whole-hearted willingness to promptly go to the assistance of the weak who are being oppressed.

An incident in early New England experience has sometimes been told to illustrate the thought in mind. The colonists had been afflicted by a severe drouth, the crops had burned up, cattle were dying for lack of water, and the churches throughout the colony, where everyone gathered to beseech the Almighty to bless them with rain, were open daily for public prayer. There was an individual in one of the communities who spent considerable of his time in a back lot, and one day he rushed into the church while

prayers were in progress and shouted out: "I've struck it, I've struck it." He had been engaged for a long time digging a well and had been rewarded by striking water which proved the means of saving the community. He had not been negligent in offering up prayers for assistance, but while offering these he had not neglected the duty devolved upon him to do the best he could for himself. He had supplemented his prayers with deeds.

We have principles which we cherish as trade unions, traditions of the early days of our movement which fire us with enthusiasm, experiences which have occurred during our lifetime which inspire us with confidence in our organization; all of these are essential, but it is just as necessary that we should perform the work of today ourselves as it was that those who went before us should have done the same.

Where every member of a union endeavors to do his share and assume his personal responsibilities there is bound to be the greatest degree of success.—Molders' Journal.



THE WORKMAN'S APPEAL TO JUSTICE.

HE gets up at the break of morning
And hurries away to his work;
Comes home when the sun is setting,
Weary of his dally toll
At home his wife and children
Are awaiting his weary tread,
For today he brings home his wages
To buy them their dally bread.

He has earned just enough for existence
And a little to buy them some clothes,
He finds that the pleasures of this world
Are not for his girls and boys.
He himself has not time for enjoyment
Nor rest for his weary soul,
He must work to keep from starving
Till at last he departs from this world.
There are hundreds and thousands of others
That toll in the very same way,
And live a life of misery,
From worries grow old and gray,
Bent from working too hard at the factory,
Crippled for want of right care,
Unable to call in the doctor
For that would mean starve at their pay.
Rise up then, you men who labor,
And unite in a great big band,
Find out why you starve while your slaver
Eats the best to be had in the land;
For the sake of your wife and children,
Who depend with their lives upon you,
For the sake of being treated as human
Rise up and demand your due.

: FRENCH DEPARTMENT :

EMPRUNT DE LA LIBERTÉ.

AVANT que le présent numéro du Journal parvienne à nos membres, le deuxième emprunt de la liberté aura été offert au public, et l'on nous dit que le montant sera d'à-peu-près trois milliards de dollars.

Ce second emprunt de la Liberté portera intérêt au taux de 4 per cent, avec une surtaxe sur un revenu d'au-delà de \$5,000, de sorte qu'aucune personne dont les revenus sont moins de \$5,000 par année peut être propriétaire de ces bons de la Liberté sans être sujet à la surtaxe d'après la loi de taxe des revenus.

Nous d'après la loi de taxe des revenus

Nous comprenons qu'au temps de la déclaration de la guerre, en préparant une partie du travail préliminaire à financer la guerre, l'on prétendit que les augmentations de la richesse nationale seraient suffisantes pour financer la guerre, de sorte que si les épargnes futures nationales ou les profits étaient entièrement investis en Bons de la Liberté, le gouvernement aurait les fonds nécessaires pour la guerre sans avoir à se servir sérieusement des dépôts des banques d'épargnes.

Si chaque homme et chaque femme font leur devoir en Amérique, cette épargne ou ce placement, quoique considérable, peut se faire sans toucher aux dépôts des banques d'épargnes. Tout ce qui deviendrait nécessaire serait de faire des placements avec les profits ou les épargnes futures, ce qui causerait les dépôts des banques d'épargnes de rester stationnaires.

Ceci est un point important, car si on faisait une descente sur les banques d'épargnes pour investir en Bons du gouvernement, cela forcerait les banques d'épargnes à rappeler les hypothèques, lesquelles, dans beaucoup de cas sont sur les maisons des travailleurs à gages.

L'administration vit sagement le point que si les épargnes du présent et de l'avenir, plutôt que les épargnes du passé, devraient être investies en Bons de la Liberté, le peuple devrait être prudent avec l'argent qu'il gagne et faire certaines épargnes. Ces épargnes étant faites, au lieu de les mettre dans un bas, ne gagnant rien, passez—les au gouvernement, recevant en retour la promesse du gouvernement d'un intérêt de 4 per cent.

Quand un travailleur à gages dit qu'il n'est pas de la classe de ceux qui possèdent un bon, il établit, sans s'en apercevoir, un des troubles de notre pays. Si quelques hommes seulement deviennent propriétaires de toutes les obligations du pays, ils deviennent dangereusement prêts d'être les maîtres du pays. Mais si ces obligations sont distribuées parmi des millions de citoyens, cela représente autant de millions d'actionnaires actuels,—actionnaires de fait plutôt qu'en théorie, qui se sentent obligés de prendre plus d'intérêt dans les affaires nationales qu'ils le feraient autrement.

Combien de nos travailleurs à gages ont jamais été propriétaires d'un Bon du gouvernement? Combien d'eux en ont jamais vu un?

@ip etaoïn shrdlu cmfwp mhm un? L'on rapporte un incident qui s'est passé à une assemblée de 100 citoyens bien connus d'une petite localité réunis ensemble pour entendre un orateur promouvoir le dernier emprunt de la Liberté. Dans l'audience se trouvaient plusieurs hommes d'affaire, des manufacturiers et des marchands. L'orateur demanda combien de personnes présentes avaient jamais été propriétaires d'un Bon du gouvernement et il n'y eut aucune réponse. Il demanda alors combien de personnes présentes avaient jamais vu un Bon du gouvernement et trois répondirent, et sur ces trois deux étaient des employés de banques.

Nous avons dit que le fait que si peu de personnes étaient propriétaires d'obligations du gouvernement est un défaut national. Actuellement, nous ne pouvons donner le pourcentage exact, mais une proportion considérable du peuple français est propriétaire de Bons de France. La même chose peut se dire de l'Angleterre, mais à un moindre degré; et notre pays sera meilleur et notre gouvernement meilleur quand le peuple comprendra plus l'importance d'être propriétaire d'obligations du gouvernement.

Nos unions locales devraient acheter des Bons de la Liberté et devraient encourager les membres à faire de même. Le fait que ce second emprunt pourvoit pour un bon de \$50.00 rend possible l'achat d'au moins un bon par presque tous nos membres, surtout quand on prend en considération qu'on peut le faire par paiements aisés.

D'après un arrangement fait par le gouvernement, les membres qui désirent acheter

un bon de \$50.00 peuvent le faire en déposant un dollar sur application et un paiement de \$9.00 le 15 novembre, 1917, \$20.00 le 15 décembre, 1917, et un paiement final de \$20.00 le 15 janvier, 1918.

D'après le bill autorisant le deuxième emprunt de la Liberté, l'on pourvoit aussi à l'émission de Certificats d'épargne d'une dénomination de \$5.00. Ces certificats seront distribués dans diverses agences aux États-Unis afin que chacun puisse avoir l'occasion de démontrer sa loyauté pour le pays.

"On se propose," dit le secrétaire McAdoo, "de développer l'idée de telle manière qu'il sera possible de faire des économies par l'achat de timbres de petites dénominations qu'on pourra porter dans des livres arrangés pour cela et qu'on pourra accumuler jusqu'à ce qu'on ait amassé un montant suffisant pour l'achat d'un Certificat d'épargne de guerre. Le gouvernement rachètera ces certificats n'importe quand avant maturité sur la demande de celui qui en est le propriétaire, avec intérêt à un taux de moins de moins de 4 per cent.

"Ceci donnera à chaque homme, chaque femme et enfant en Amérique, quelque soient leurs moyens, l'occasion de faire quelque chose pour aider le gouvernement en devant propriétaire d'un ou plusieurs bons du gouvernement."

Ces certificats seront remboursables en cinq ans à la même date, mais l'intérêt sera escompté et les certificats seront vendus à \$4.10.

Une campagne dans le but d'expliquer la valeur de cette forme de placement au peuple sera dirigée par un comité spécial nommé par le secrétaire McAdoo, composé de Frank A. Vanderlip, New York, président; Frederick A. Delano, Chicago, membre du Bureau de Réserve général; Henry Ford, Detroit; Eugene Meyers, fils, Madame George Bass, Chicago, et Charles L. Baine, Boston.

Maintenant qu'est-ce qu'un bon du gouvernement? C'est un papier sur lequel le gouvernement promet de payer une somme spécifiée à celui qui en est le porteur avec intérêt à tant pour cent. Un billet de banque est aussi un papier sur lequel le gouvernement promet de payer une somme spécifiée au porteur, mais sans intérêt. Dans chaque cas nous avons le gouvernement, la nation, pour garantie. Dans le cas du bon nous avons l'intérêt; ce papier nous gagne quelque chose. Dans le cas du billet de banque, nous n'avons pas d'intérêt.

Des deux obligations, chacune comptant sur le gouvernement pour sa valeur, le bon doit être à-peu-près aussi échangeable d'une personne à une autre que tout billet de ban-

que; de fait, les bons du gouvernement des États-Unis d'aucune émission reçoivent toujours un premium.

Ce n'est pas une question de risquer ou de perdre de l'argent, parce que l'argent, lui-même, étant une promesse du gouvernement, est simplement échangé pour le bon qui est simplement une autre promesse du gouvernement avec intérêt. Si le gouvernement ne peut rembourser le bon, l'argent se trouve sans valeur, parce que le gouvernement aurait failli.

Le devoir du travailleur à gages est d'appuyer le gouvernement. La nation en commun avec les alliés combat pour la conservation de libertés de tous les peuples. Elle lutte pour la conservation de la démocratie du monde entier contre toute forme de gouvernement autocrate. Ceci est un sujet plus important que celui de l'argent, plus important que la vie, et devrait commander l'appui financier du plus humble travailleur à gages. Nous avons besoin de l'appui financier et moral. Notre gouvernement prend la défense du peuple—non seulement de notre peuple, mais aussi de tous les peuples du monde. Nous devons donc appuyer le gouvernement.

Au congrès de notre organisation tenu à Philadelphie en juin dernier, notre bureau général exécutif fut autorisé de placer \$50,000 de nos fonds de l'union dans le prochain emprunt de Liberté. Ce placement a été fait, et nous sommes fiers que notre organisation se trouve dans une condition financière assez prospère pour faire un tel placement. Au jourd'hui, \$50,000 en bons du gouvernement figurent comme une partie de l'actif du trésor de cette Union.

Presque tout l'argent que nous possédons, à part cela, est placé dans les banques. Les banques font quelques fois faillite, mais cela n'est jamais arrivé au gouvernement des États-Unis; conséquemment, les \$50,000 que nous avons en bons de la Liberté est le plus avantageux actif que nous possédions actuellement. Le bon du gouvernement des États-Unis est le plus sûr du monde.

Toutefois, la souscription de \$50,000 de notre union internationale en bons du gouvernement n'est qu'une partie de notre devoir envers ces bons de Liberté. Après tout cela se monte à un peu plus d'un dollar par membre, et nous sommes certains que chaque membre de cette Union désire mettre plus d'un dollar pour la défense du gouvernement qui protège tout ce qu'il a de plus cher dans la vie.

L'habitude d'acheter des bons de la Liberté devrait être encouragée. Cette émission ne sera pas la seule. Si la guerre

se continue, nous aurons, trois mois plus tard, une autre émission pour un semblable montant, ou possiblement plus. Comme citoyens, il est de notre devoir d'appuyer toujours notre gouvernement. Comme unionistes de métiers, notre devoir est de montrer au gouvernement ainsi qu'au public que nous, membres du mouvement de l'union des métiers, ne sommes pas des "slackers" financièrement.



SITUATION DE LYNN RÉGLÉE.

NOUS désirons annoncer à nos membres que les troubles de Lynn, dus à l'action de vingt manufacturiers fermant leurs manufactures le 188 avril 1917, ont été réglés.

Au commencement, les manufacturiers en question justifèrent leur action en affirmant que les différentes unions de Lynn violaient leurs traités, et en fermant leurs établissements ils proclamèrent publiquement qu'ils n'ouvrieraient que quand ils pourraient s'entendre avec une organisation responsable.

Après une lutte de cinq mois, la paix fut conclue par la médiation de M. H. B. Endicott, gérant exécutif du comité de la sûreté publique du Massachusetts, et président de la compagnie Endicott et Johnson de Binghamton et Endicott, New York.

Les stipulations d'après lesquelles M. Endicott consentit à agir comme arbitre furent comme suit:

Lynn, Mass., 19 septembre, 1917.

Si les conditions et les recommandations qui suivent sont acceptées par les "United Shoe Workers of America," l'Union des "Allied Shoe Workers" et les représentants de la "Lynn Shoe Manufacturers' Association, Inc.," je consentirai à agir comme arbitre:

1. Les employés devront retourner au travail lundi, le 24 septembre, 1917.

2. Les employés recevront les mêmes gages qu'on payait le 188 avril, 1917, plus le bonus de dix (10) pour cent là où on l'accordait à cette date.

3. Les unions ouvrières et les manufacturiers devront avoir un traité dûment signé garantissant qu'il n'y aura pas de lockout ou grève durant l'espace de trois ans de cette date.

4. Tout différend pouvant survenir durant l'existence de ce traité sera pris en considération par un comité par les unions unies avec un comité représentant l'Association des manufacturiers, et l'on fera tout pour régler ces différends. Si l'on ne s'accorde pas, le cas sera soumis au Bureau d'état d'arbitrage et de conciliation, et l'on pourra présenter l'évidence nécessaire obtenue des localités qu'on jugera convenables, les deux partis convenant d'accepter comme finale la décision du Bureau d'état d'arbitrage et de conciliation.

5. Aucun parti devra faire une distinc-

tion à cause d'activités d'organisations ou d'individus dans cette controverse ou celles du passé.

Sous de telles conditions j'arbitrerai la question des prix qui est pendante et ma décision sera finale et acceptée par tous les partis, mes déclarations devant être rétroactives à la date que les hommes retourneront au travail.

Nous, soussignés, tous intéressés dans le traité ci-dessus, déclarons que nous nous soumettons aux conditions qu'il contient.

Témoin notre main et sceau commun ce dix neuvième jour de septembre, 1917.

Notez qu'on consent à ne pas avoir de lockout ni grève pendant trois ans et que toutes les questions de gages et conditions ne pouvant être mutuellement décidées par les manufacturiers et l'Union seront soumises au Bureau de conciliation et d'arbitrage de l'état du Massachusetts pour décision.

Il nous fait plaisir de noter que le principe d'arbitrage, longtemps reconnu dans notre organisation, a été accepté par les deux partis dans ce traité. Il est regrettable que cela a coûté des millions en gages et un chômage de cinq mois pour en venir à une décision.

Quelque temps avant le règlement, certains chefs de la Faction Unie de Lynn insinuèrent, et dans certains cas affirmèrent, que l'Union des "Boot and Shoe Workers" avait une entente secrète avec les manufacturiers de Lynn dans le but d'établir l'Union des "Boot and Shoe Workers" à Lynn.

Nous désirons affirmer que cette accusation est absolument fausse. En novembre, 1914, les officiers généraux adressèrent une assemblée des trois organisations indépendantes dans le "Allied Council" non affilié à la Faction Unie, cette réunion étant tenue sous les auspices de l'Union Centrale du travail de Lynn. Vos officiers déclarèrent alors positivement qu'ils ne viendraient à Lynn dans le but d'organisation générale que s'ils en recevaient l'invitation par les ouvriers en chaussures ne faisant pas partie de notre union.

Au commencement du printemps, avant qu'on ait arrêté les opérations de vingt manufactures de Lynn, un comité de manufacturiers demanda de conférer avec vos officiers généraux—demande qui fut accordée. A cette conférence les manufacturiers demandèrent si nous viendrions à Lynn pour y établir nos contrats avec arbitrage. Nous déclarâmes au comité des manufacturiers que nous n'avions aucun intérêt à venir à Lynn que si nous étions invitées par un nombre convenable d'ouvriers en chaussures.

Peu de temps après que les manufactures eurent été fermées, nous recevions une com-

munication de la Chambre de Commerce de Lynn nous demandant d'exposer notre position. Afin qu'il n'existe aucun malentendu concernant notre position parmi les ouvriers en chaussures ainsi qu'avec le public en général, nous écrivions une lettre à la Chambre de Commerce que nous citons comme suit:

Boston, Mass., 15 Mai, 1917.

M. Ralph S. Bauer, président,
Comité de la Chambre de Commerce,
Lynn, Mass.,

Cher monsieur:—J'ai votre lettre du 14 courant dans laquelle vous appelez notre attention à certains rapports publiés dans les journaux rapportant que l'Union des "Boot and Shoe Workers" avait l'intention de venir s'installer à Lynn dans les conditions actuelles. En réponse nous dirons que l'Union des "Boot and Shoe Workers" n'a pas les intentions que lui prêtent les journaux. La position de l'Union des "Boot and Shoe Workers" est qu'elle ne viendra à Lynn pour organiser que si les ouvriers en chaussures, en nombre suffisant, en manifeste clairement le désir.

Nous déplorons la condition désavantageuse pour tous qui existe à Lynn, mais l'Union des "Boot and Shoe Workers" est nullement responsable de cette situation. Quoique nous soyons toujours prêts à aider dans de semblables cas, nous ne pouvons le faire que si ceux qui sont directement intéressés en manifestent le désir de quelque manière.

Bien à vous,

(Signé) JOHN F. TOBIN,
Président-Général.

Maintenant en ce qui se rapporte au règlement; aucun côté peut réclamer la victoire, parce que les deux partis abandonnèrent les positions prises au début de la controverse. La faction indépendante et les autres unions ont accepté le Bureau d'arbitrage de l'état comme arbitre de tous les différends. Dans le quatrième paragraphe du traité l'on verra que l'évidence d'aucune localité peut être soumise, ce qui veut dire que l'arbitrage doit être sans restriction. Voilà un changement un peu radical pour une organisation qui s'est toujours prononcée contre l'arbitrage, et surtout à l'arbitrage du Bureau de l'état.

A propos, nous ferons remarquer que les trois manufactures de Lynn se servant du Cachet de notre Union ont constamment marché pendant ces cinq mois sous notre contrat d'arbitrage. En d'autres mots, après cinq mois de chômage ils ont accepté l'arbitrage que nous avons eue depuis près de vingt ans. Si nous avons eu tort pendant ce temps, ils doivent avoir tort maintenant. S'ils ont raison maintenant, nous avons eu raison pendant près de vingt ans.

Dans tous les cas, dans l'intérêt de tous ceux qui sont concernés, surtout les ouvriers en chaussures, nous sommes heureux qu'un

règlement ait été fait, et nous espérons que le traité sera gardé intact par les deux partis pour le bénéfice des travailleurs, des manufacturiers, et du public de Lynn en général.

FAISONS NOTRE PART.

LE sentiment que chacun est appelé à faire quelque chose pour aider notre gouvernement et nos alliés dans la guerre actuelle devient de plus en plus fort.

Nous devons tous servir dans les rangs. Quelques uns doivent aller dans les tranchées. D'autres sont attachés au service naval et vont à la découverte des sous-marins.

D'autres s'appliquent à l'aviation; et il existe une opinion militaire que la guerre se gagnera dans l'air au moyen de la supériorité de nos facilités manufacturiers pour la production de centaines de milliers de machines.

Il y a aussi le corps médical, le corps ambulancier, le service de l'hôpital et de la Croix Rouge. Les postes dangereux sont nombreux, et nous lirons probablement, avant bien longtemps, que beaucoup de vies américaines ont été perdues dans différentes attaques.

En arrière de ces forces nous voyons ce que l'on nomme quelques fois, l'armée en arrière de l'armée, ce qui veut dire les manufactures, les fermes, ceux qui travaillent au foyer, ceux qui doivent fournir, nourrir et vêtir non seulement les forces militaires, mais aussi un nombre considérable de gens non-militaires habitant les pays de nos alliés et quelques unes des nations neutres.

Nous devons tous faire notre part, et nous pouvons être requis ici même pour le service; et si l'on nous appelle et que nous ne répondions pas, nous sommes des "slackers." La pénalité d'évasion n'est peut-être pas aussi sévère qu'elle l'est pour l'appel militaire, mais l'humiliation ne saurait être moindre quand on s'arrête à réaliser qu'on a négligé de faire sa part de service.

Votre secrétaire-trésorier-général a fait face à quelque chose de la sorte quand il reçut, il y a quelques jours, le télégramme suivant du secrétaire du trésor McAdoo à Washington:

Charles L. Baine,

246, rue Summer, Boston, Mass.:

D'après le "bond bill" venant d'être passé par le Congrès, je suis autorisé démettre des certificats d'épargne de guerre de petits montants afin que tous, sans exception, aient l'opportunité de faire des placements d'épargne dans des obligations du gouvernement. Je suis à organiser un comité d'épargne national de guerre avec quartiers généraux

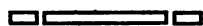
au département du trésor, Washington, composé de cinq hommes dont le devoir sera de surveiller, d'une manière générale, le travail sous la direction du secrétaire du trésor. Je suis anxieux que vous représentiez les intérêts laborieux du pays. Voulez-vous accepter comme membre de ce comité? Vous pouvez être d'un grand service au pays et je suis persuadé que je puis dépendre sur votre assistance et patriotique appui. Veuillez télégraphier immédiatement.

Dans les circonstances nous ne voyons qu'une chose à faire: nous devons reconnaître qu'on nous demande pour le service, et nous avons télégraphié que nous acceptions, reconnaissant, toutefois, que cette nomination ne devait pas être reçue au point de vue de gratification ou de reconnaissance personnelle, mais au point de vue de notre organisation et de sa saine condition financière—ce qui a été cause qu'on nous a invité à servir notre pays dans ce travail important.

Personnellement, nous sommes fier que notre Union est ainsi reconnue; nous sommes fier d'avoir contribué tant soit peu au succès et au poste de l'organisation qui l'a ainsi mise en évidence.

Au point de vue personnel, nous réalisons que nous aurons un surcroît de travaux. Nous devons nous rendre à Washington deux ou trois jours chaque semaine, au moins, durant la période du présent Emprunt, et peut-être plus longtemps, et nous ne sommes pas anxieux de prendre la responsabilité personnelle du fardeau de ce travail additionnel, le voyage et les inconvénients inclus.

Mais le devoir nous appelle et nous sentons que nous devons y répondre. Nous sentons, de plus, que l'organisation insisterait. Nous ferons donc tout en notre pouvoir pour que nos affaires de routine reçoivent l'attention ordinaire sous notre propre surveillance tandis, qu'en même temps, nous essaierons à faire notre part pour assister le gouvernement qui nous appelle.



PETITES NOTES.

Que la montant soit de \$5, \$50, ou \$500, vous aurez démontré que vous vous proposez d'appuyer le peuple du monde dans la lutee pour la liberté et la démocratie du monde.

Une autorité militaire a dit que si la guerre n'est pas terminée de l'autre côté, elle le sera de ce côté-ci; conséquemment, ceux de nous qui ne peuvent aller au front en uniforme devrait y aller en dollars. Tandis que nous travaillons nos dollars combattent pour nous et pour nos baves frères qui sont au front.

La vieille maxime, "il n'est jamais trop tard pour se réformer," peut s'appliquer à la situation de Lynn. Si les ouvriers en chaus-sures de Lynn sont sincères dans leur conversion au principe de l'arbitrage, la différence en principe entre eux et nous est visiblement monidre. Quand ils refusèrent de faire des contrats pour une période spécifiée ou d'accepter l'arbitrage sous aucune forme, ce qui fut la question qui provoqua leur scission de cette organisation,—il existait une différence énorme entièrement ce qu'ils condamnaient auparavant.

Nul travailleur à gages devrait exister sans qu'il soit en position de voir un bon du gouvernement. Ces bons pourront être à la disposition de tous puisqu'on les émet pour le montant de \$50. Rendons ce bon populaire et que le travail syndiqué rende manifeste qu'il peut donner une somme d'argent qui ne sera pas insignifiante pour l'achat de sûretés de la nation et pour la poursuite heureuse de la guerre.

Nos compliments à M. H. B. Endicott qui a réussi à régler les difficultés de Lynn. Son attitude en faveur de l'arbitrage est surtout louable. Nous devons pourtant exprimer le désir que le principe d'arbitrage entre les patrons et l'union des ouvriers soit mieux connu dans les propres manufactures de M.

Dans toutes les activités d'un caractère inaccoutumé qui nous occupent en ces temps in accoutumés, n'oublions pas tout le travail régulier de notre mouvement d'union de métier, et, surtout, n'oublions pas de travailler à augmenter la demande pour tous les produits portant les différents cachets de l'union. En temps de guerre les méthodes du commerce changent rapidement à cause du changement de conditions de demandes et production. Il est donc encore plus nécessaire d'être constamment sur ses gardes en demandant des produits portant le cachet de l'union. Quelque soit le service special pour lequel on est appelé; que ce service soit de longue ou de courte duree, il est un fait que, comme unionistes de métiers, nous sommes constamment appelés au service que requiert de nous l'union des métiers et les cachets des différentes unions.

Le billet de dix dollars dans le bas de votre épouse est oisif et est inutile pour la lutte. Placez-le dans l'Emprunt de la Liberté a fin qu'il combatte pour vous et pour nous. De plus, ce billet vous rapporte 40 c d'intérêt par année.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:

246 Summer Street, Boston, Mass.



GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine



GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters
MARY ANDERSON, Room #10, 166 West Washington St., Chicago, Ill.
WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
Z. LESPERANCE, 1215 Rue St. Catherine E., Montreal, Que.
COLLIS LOVELY, 5129 Minerva Ave., St. Louis, Mo.
GAD MARTINDALE, 10 Elm St., Rochester, N. Y.
WILLIAM PROUT, 31 E. 12th St., Cincinnati, Ohio
EMMET T. WALLS, Box 409, Brockton, Mass.
CHAS. L. BAINE, Secretary, Headquarters



GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthroy St., Brockton, Mass.
B. H. DULLE, 1617 Hughes St., Cincinnati, Ohio
JOHN F. REARDON, Gillon Block, Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
6	Daniel Wholley,	Haverhill, Mass.
21	Arthur R. Howe,	Manchester, N. H.
38	James McCaul,	Brockton, Mass.
40	Nora Murphy,	Milford, Mass.
108	Mary Osipow,	Lynn, Mass.
111	Martin W. Hamilton,	Brockton, Mass.
130	C. H. Edgerton,	North Brookfield, Mass.
160	John Hogan,	Brooklyn, N. Y.
243	Ralph Kirsilis,	New Bedford, Mass.
"0"	278 J. H. Smith,	Webster, Mass.
345	John H. Canney,	Rochester, N. H.
362,	Fred B. Moore,	Belfast, Me.
371	Carrie A. Messerve,	North Abington, Mass.
513 A.	M. Schwartz,	Granite City, Ill.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.
5. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
6. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention of the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately and report separately, to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon books to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

13. Members claiming benefits and desiring to leave the jurisdiction of the local union, must first secure permission from the General Secretary-Treasurer.



DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO OCT. 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory
No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros. Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.

An **INDISTINCT IMPRESSION** resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes **ARE NOT UNION MADE**, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco, Cal.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- *39 Knipe Brothers, Inc., Ward Hill, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.

- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *73 Civillian Shoe Co., Ward Hill, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The Jehn McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kinsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.
- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Stewart-Dawes Shoe Co., Los Angeles.
- 102 Granger Shoe Co., Haverhill, Mass.
- *101 Regal Shoe Company, Whitman, Mass.
- *101 Regal Shoe Company, Milford, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Stirling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 109 Moderna Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal, Que.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 128 Banner Shoe Co., Montreal, Que.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 American Shoe Co., Boston, Mass.
- 202 International Shoe Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *206 C. S. Marston, Jr., Haverhill, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Evans Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 219 Domestic Shoe Co., Boston, Mass.
- *220 Nolan-Earl Shoe Co., Petaluma, Cal.
- 221 Granite Rock Shoe Co., Buffalo, N. Y.
- 223 Richmond Shoe Co., Boston, Mass.
- 225 Lewis Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 129 The Scottsmith Co., Brockton, Mass.
- 130 Fiske Shoe Co., Holbrook, Mass.
- 134 Vermont Shoe Co., Brattleboro Vt.
- 138 Wauban Shoe Co., Haverhill, Mass.
- 140 Pembroke Shoe Co., Boston, Mass.
- *141 Keith & Pratt, No. Middleboro, Mass.
- 144 Weybosset Shoe Co., Providence, R. I.
- 145 Bicycle Shoe Co., Brockton, Mass.
- *146 Rice & Hutchins, Inc., Rockland, Mass.
- 147 Bradford Mfg. Co., Haverhill, Mass.
- *148 Felbrich—Fox—Hilker Shoe Co., Racine, Wis.
- 149 Granite Shoe Co., Holliston, Mass.
- 150 Brockton Shoe Co., Brockton, Mass.
- 151 King Welt Shoe Co., New York, N. Y.
- *154 Palma Shoe Co., Waupun, Wis.
- 155 Asa Herbert Shoe Co., Boston, Mass.
- 157 Regent Shoe Co., No. Adams, Mass.
- *158 Condon Bros. & Co., Brockton, Mass.
- *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
- 160 Cygolf Shoe Co., Brockton, Mass.
- 161 Warwick Shoe Co., Natick, Mass.
- 162 Spencer Shoe Co., Boston, Mass.
- *163 John G. Neubauer, San Francisco, Cal.
- 164 Warsaw Shoe Co., Boston, Mass.
- 165 Peter Arnold Shoe Co., Boston, Mass.
- *167 Sheldon Bros.' Shoe Co., Natick, Mass.
- 168 Levy & Simon, Brooklyn, N. Y.
- *172 C. S. Marshall & Co., Brockton, Mass.
- 176 Alpha Shoe Co., Brockton, Mass.
- 177 Ellet Bros.' Shoe Mfg. Co., Kansas City, Mo.
- 226 N. K. Junlor Shoe Co., Jackson, Miss.
- 227 Henrietta Shoe Co., Columbus, Ohio.
- 229 Peerless Shoe Co., Boston, Mass.
- 230 Bob Smart Shoe Co., San Antonio, Tex.
- 231 Consolidated Shoe Co., East Weymouth, Mass.
- 233 Wauchusett Shoe Co., Natick, Mass.
- 234 Washington Shoe Co., Haverhill, Mass.
- 235 Chancellor Shoe Co., Richmond, Va.
- 236 Berkshire Shoe Co., Pittsfield, Mass.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 240 Trueluck Shoe Co., St. Louis, Mo.
- 241 Dexter Shoe Co., Minneapolis, Minn.
- *243 Eagle Shoe Co., Montreal, Que.
- 245 Adams Shoe Co., Indianapolis, Ind.
- 248 The Southern Shoe Co., Richmond, Va.
- 251 Twentieth Century Shoe Co., Webster.
- 254 Alliance Shoe Co., New York, N. Y.
- 255 Perfecto Shoe Co., New York, N. Y.
- *256 H. H. Brown & Co., North Brookfield, Mass.
- 257 Harry C. Brown, Boston, Mass.
- 258 Quabaug Shoe Co., No. Brookfield, Mass.
- 259 K. B. Shoe Co., Chicago, Ill.
- 260 Globe Shoe Co., Portland, Ore.
- 263 Raymond, Jones & Co., Boston, Mass.
- 264 Crimson Shoe Co., Brockton, Mass.
- *265 F. M. Hoyt Shoe Co., Manchester, N. H.
- 269 Orange Shoe Co., Haverhill, Mass.
- 266 Adams Shoe Co., Haverhill, Mass.

- *272 North Lebanon Shoe Factory, Lebanon, Pa.
- 273 Whitney Boot & Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Mooray Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *296 E. E. Taylor Co., New Bedford, Mass.

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- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Flisinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzer Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.

- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.

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- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Akerston Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *22 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- 185 Cramer Shoe Mfg. Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A. B. C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Can.
- 238 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes, manufactured by Geo. E. Keith Co., No. 9 Factory, Boston.
- *344 Rideau Shoe Co., Ltd., Massionneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Can.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

An INDISTINCT IMPRESSION re-sembling our Union Stamp is likely to be a COUNTERFEIT.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK
PATRONIZE UNION REPAIR SHOPS



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES

	Page
DISCHARGES	1
RESPONSIBILITY FOR THE WAR	4
RELATION OF MONEY TO WAGES	6
POWER OF SCANDAL	8

EDITORIALS

THE LOWEST BIDDER	10
REGULATION OF FOOD PRICES	12
THE PRICE OF COAL	12
WAR TAXES AND ECONOMY	13
WAGES AND THE NECESSARIES OF LIFE	14
REGULATING RENTS IN ENGLAND	15
BRIEFS	15

FRENCH DEPARTMENT	17
-----------------------------	----

AFFAIRS OF THE ORGANIZATION

IN MEMORIAM	27
UNION STAMP RULES	27
DEATH BENEFITS	28
RULES GOVERNING SICK BENEFITS	28
LIST OF STAMP FACTORIES	29

The Boot and Shoe Workers' Union, Publishers, 246 Summer St., Boston, Mass.



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Boston, Massachusetts, under the Act of July 16, 1894.

Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS, OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

DISCHARGES.

DISCHARGING employes is one of the most expensive luxuries that an employer can indulge in.

"A man's job should be considered sacred and he should not be deprived of it without due process of reason."

"The 'labor turnover' in many American industries is an amazing waste. It is but a phase of the great human problem in industry which American employers have blindly neglected. No one's mind can work at maximum efficiency in an atmosphere of insecurity; no one can be at his best where his job is uncertain."

These startling sentences did not come from a college economist or an agitator in a trade union congress. They came from an executive head of one of New York's leading industries in discussing the commercial outlook for America after the war. The speaker was Arthur Williams, active in America's Safety First movement and known everywhere as a great electrical engineer—and more. He is an engineer of big business projects as well, and it might not be out of place to call him a social engineer. Social currents are as real to him as electric currents and their laws must be equally respected. In none of his plans does he forget that he is dealing with human factors, and he has gone deep into psychology to ascertain their exact values.

"If America is to retain her industrial supremacy after the war," he said, "the human factor of the labor problem must be met and solved at once. This is not sentiment. It is business necessity. This country has outstripped Europe for many years in mere production of commodities. We have led the world in administrative and executive skill, in the organization and

financing of material projects. In salesmanship, also, Europe has little to teach us, and in the problems of delivery and transportation our methods have easily been supreme. And yet, in the sum total of efficiency, we have found it difficult to compete with many European countries, simply because we have neglected the human side of the labor problem.

"If America is going to hold her present supremacy," he repeated, "American employers must learn that they cannot afford to waste human life. We can't afford to have sick workers. We can't afford to have dead workers. We can't afford to have resentful, discontented, under-nourished or underpaid workers, and we can't afford to have unhappy workers.

"We must quit sentencing men to death for the crime of carelessness. Carelessness is criminal, to be sure, but capital punishment is too severe. So are our other common penalties. If we could fine them or imprison them for being careless it might not be so bad, but cutting of their arms and legs because they are careless is inhuman.

The words were rather cryptic, but no employe who is acquainted with Mr. Williams' campaign for "Safety First" will fail to grasp his meaning. Mr. Williams is president of the American Museum of Safety, an organization which has almost forced thousands of employers to install safety devices in their plants. It is not enough, says Mr. Williams, to have a shop where a worker's life MAY be safe if it is possible to have one where he CAN'T get hurt. If a man is killed through his own carelessness on a machine which might have been protected so that even a careless man could operate it, isn't it, he asks, a form of

capital punishment for carelessness?

"A great many employers used to argue," he said, "that danger would make the workers careful. Fortunately we know our psychology better now. Constant danger either produces a state of panic in their minds, or else they grow used to it and take chances. Only where there is a maximum of safety will there be a maximum of efficiency.

"But if we are to solve the human side of the labor problem—and let me say again that we are doomed to lose our position in the world's markets unless we do—we must think of much more than mechanical safeguards. We must see to it that our factory conditions are never such as to undermine the health of employees. Sick men cannot compete with healthy ones. If Germany has general health insurance in all her industries we must have it, too. If her factories are made so safe and light that disease does not enter them, so must ours. Any move, no matter how radical or Socialistic it may seem, which in actual practice tends to conserve the life and health of the working people must not be ignored by American employers.

"And we should go further into the consideration of their physical health. We must not ignore their comfort, their self-respect and their ambitions. Not for their sakes—for self-respecting American workmen do not want employers to be nice and kind to them—but for ours. If we want them to do their best work we must insure them the best possible conditions. If we want them to be interested in their jobs we must see to it that the jobs are interesting. If we want them to co-operate with us we must make them our partners."

Mr. Williams emphasized again that he was making no appeal to the soft-hearted. From his point of view, there is no conflict between the highest humanitarianism and the best business sense. Industry has been cruel in the United States only because it has been blind. It has killed and maimed millions of workers, not because it was good business to do so, but because we did not see what a foolish inefficient method it was. The great strikes of the past fifty years have represented just so much waste. They should have been prevented, not by enslaving the workers, but by making them partners, for no man will knowingly strike against himself. Capital and labor have been forever deadlocked over the question of wages and hours and conditions of employment, industry has been paralyzed from time to time and hunger and want have reigned

supreme, not so much because of conflicting interests as because of very foolish misunderstandings.

"Many employers," he said, "have stubbornly held out against a shorter workday, only to discover, after they had suffered seeming defeat and were at the mercy of the union, that the shorter workday raised the efficiency of the employees and greatly increased the output. Others have had the same experience in strikes for higher wages. Unfair wages are not only unfair; they are UNWISE, and long-visioned employers are beginning to see it.

"One of the great causes of strikes," Mr. Williams added, "has been the discharge of some employees. Employers have generally considered it their right to discharge any one they wished, and they have delegated this right to their foremen and superintendents. Now they are beginning to see that discharging employees is one of the most expensive luxuries that an employer can indulge in.

"Only recently has the cost of breaking in new employees begun to be reckoned. It has been hidden formerly in the initial cost of production and thus escaped the employer's attention. Now the 'labor turnover,' the ratio of the number of men hired in a year to the total number of employees in an industry at a given time, has come to light as an amazing waste.

"Henry Ford found that he was hiring 50,000 men per year in 1913, while only employing 13,000 or 14,000 at any one time. He figured the cost of breaking in a new man averaged \$70. By tackling the human problem in the various ways he did, especially by instituting profit sharing so that each employee had an employer's interest in the company, this labor turnover was almost completely eliminated.

"In many industries the labor turnover averages 300 or 400 per cent. In some of the chemical industries it exceeds 700 or 800 per cent, which means that the average employee holds his job only three or four weeks. This is frightful waste. It means more than the cost of breaking in new men, for no man can be at his best where his job is so uncertain. He may go through the mechanical motions required, but he can have no interest in the result. And even in the roughest of labor, in shoveling dirt or carrying bricks, this element of personal interest in the outcome is sure to tell. From the moment a man is hired in any capacity some sort of trusteeship should be considered established, with some sort of protec-

tion against the whims of his immediate superior.

"No one's mind can work at maximum efficiency in an atmosphere of insecurity. A man's job should be considered sacred and he should not be deprived of it without due process of reason. The right to discharge should be taken away from foremen and immediate supervisors. Their authority should be limited to suspension and their verdicts should be reviewed by some unprejudiced superior.

"Many a competent man is discharged through anger or irritation on the part of his immediate boss. If the employer realized that it would cost him \$700 to hire another he would think twice before permitting the change. Employers may be stubborn in declaring their rights, but they are generally given credit for willingness to follow their own interests when those interests are once clearly perceived. And in the long view, the interests of employer and employee are mutual.

"It is doubtful if it is often advisable to discharge even incompetent men, for an incompetent man on one job is quite likely to be competent on another. Transferring employees from department to department, until in some place they eventually 'take hold,' is a more economical system.

"Unemployment and uncertainty of employment are staggering wastes of man power. American industry cannot afford either. Our industries, so far as possible, must be stabilized, giving steady instead of occasional employment. And where steady employment is not possible, we should co-operate to make the shift from job to job as expeditious as we can. Compelling men to go out in unguided, individual search for work is anything but efficient. There should be nation-wide co-operation in the work of bringing the jobless men and manless jobs together, and this work should be carried on by experts who know how to find round holes for round pegs and square holes for square ones.

"Unemployment unfits men for work. Uncertainty and insecurity have the same tendency. The American employer, if he hopes to compete successfully with the European employers after this war, cannot afford to have any considerable body of American workers subjected to these discouragements."

"But," I asked, "with unemployment organized out of existence, would not the employed workers have their employers at their mercy? Wouldn't they strike for more than the industry could stand, knowing that

there were no unemployed to take their places?"

"The generals are always at the mercy of the common soldiers," he answered, "but there is no conflict between them, because they have a common interest. It is only when the common interest is obscured that there is mutiny; and between capital and labor, in America, this common interest has been obscured. With low wages and long hours, with unsafe and unsanitary shops, with the likelihood of losing his job at any moment, with no personal contact with his employer and no personal interest in his employer's profits, you cannot blame a worker for feeling antagonism. But let all this be changed, as it is rapidly being changed by the most far-sighted employers, and the workers will know at once where their interests lie. If workers acquire stock in the company for which they work, if there is an actual profit-sharing partnership between them and their employers, if they are treated as partners and not as mere equipment or raw material, they can be depended upon to play a partner's part. They will fight as ever for their own interests; but their interests will be the company's interests, just as their welfare will be the company's welfare.

"This is the human factor in industry, the most important factor of all, but the factor which American industry has most neglected. Up to the outbreak of the war in Europe, we were excelling all countries in everything but that; but their regard for human life and human psychology in industry often gave them the advantage. In America human life was considered about the cheapest commodity there was. If a man lost his life trying to make your dangerous machinery grind out dividends for you, and you could prove that he forgot something you told him to remember, it didn't cost you a cent. That is, you thought it didn't. Actually, it was a part of an enormous waste of human life which cost us billions in world trade."—Charles W. Wood.



PRACTICAL ILLUSTRATION.

EVERY statesman is just a politician till he lands the office he goes out after.

If life hands you a lemon adjust your rose colored glasses and start to selling pink lemonade.

For a practical illustration of economy watch a small boy when he has occasion to use soap.—The Railroad Conductor.

RESPONSIBILITY FOR THE WAR.

BEN TILLET, one of the best known British labor leaders, first became prominent as one of the organizers of the great London dock strike of 1899. This successful strike was rendered possible by Mr. Tillet's preliminary work of organization in the dockside districts.

Tolling in a brickyard when eight years old, serving on a fishing smack, then apprenticed to a bootmaker, then in the Royal Navy, and afterwards in the merchant service, he began his work as an organizer with a wide knowledge of men and of the harder conditions of labor.

In addition to his work as Secretary of the Dock, Wharf, Riverside and General Workers' Union of Great Britain and Ireland, Ben Tillet has worked unceasingly for the national and international federation of labor.

In the following words Ben Tillet shows how Germany had stripped England and France of defensive means and built up its own war machine:

"Despite our former pacifist attitude, the forces of labor in England have supported the Government throughout the war. We realized that this is a fight for world freedom against a carefully engineered plan to establish a world autocracy.

"The real answer to those who still declare that the war was devised, instigated or encouraged by England, can best be found in the condition of our country when war broke out. We were wholly unmilitary and wholly unprepared. The entire structure of our national life had been built up on the supposition that we would never again be engaged in a really great war that would tax our resources to the full.

"We had no national army and no universal system for the defensive training of the people. Our navy was not prepared for the menace of the submarine. Our financiers had taken so few steps to guard themselves against war conditions that had not the national credit been quickly mobilized our banking system would have been ruined. Our industrial and manufacturing life were unfitted to meet war demands. The problem of making them fit had not even been faced.

"Our statesmen had not given sufficient weight to the fact that Germany's remarkable and carefully fostered industrial growth had greatly added to her offensive strength. Against her army of millions, equipped as

never army was before, we had an army of 150,000 to put in the field. Even this small number were not fully equipped to meet new conditions. For every one big gun that we possessed, Germany had a hundred. Germany had discovered that battles are won not so much by men but by shells, and that the nation which could produce the most shells and the biggest shells must overwhelm the other. She was prepared to produce them. We were not.

"Industrially, our lack of preparation was equally evident. We had allowed our ship-building industry on the Thames, invaluable to the nation in war time, to be destroyed. British plants that might be adapted for the manufacture of war material had been allowed to decline. Raw material essential in modern war, such as the bases out of which the chemicals for high explosives are made, had been taken wholesale out of the country.

"Germany knew our unpreparedness if we did not. I was one of those who, seeing the danger of a general European conflict ahead, would have used the international forces of labor to prevent it by organizing and establishing a universal strike of the workers of Europe if the rulers declared war. Had such a strike been carried out in all the countries, it would have made war impossible. When I proposed this to the German labor leaders shortly before the present war began, they told me that I proposed it not because I loved peace but because England was afraid of war.

"And it is a remarkable fact that, at the last Trades Union Congress which I attended in Germany as a delegate from the United Kingdom, the proposal for an international strike of labor against war was opposed by the Germans.

"Germany's industrial preparations were as thorough as her military plans. The vast new iron ore resources obtained in Alsace as part of the spoil of the Franco-Prussian War were utilized to establish a dominance in the steel trade and to bring Germany to the position of the second steel producing nation in the world. This great steel output was systematically poured into the United Kingdom in such a way as to check and break down British manufacturing plants.

"The Germans for years devoted great efforts to acquire a monopoly of certain

manufactures essential for the production of war material. They devoted special efforts to the by-products of our coal fields, the raw material out of which they manufactured their high explosives.

"These by-products were bought up and cleared out of England to the utmost in the months before the war, and it was one of the ironies of the situation that most of the high explosive shells used against our troops during the first year of the war, were manufactured from raw material previously obtained from us.

"Before the war broke out, Germany had destroyed the Birmingham optical industry and given herself a virtual monopoly in optical goods. We found that not only had our manufacturing trade in telescopic sights been destroyed, but all available telescopic sights had previous to the outbreak of the war been bought up by the enemy.

"In order to manufacture war material we required gauges, gauge-making machines and lathes. There were none to be obtained. The Germans had them.

"Perhaps the most remarkable example of the way in which the war spirit was fostered among the German people, was found in the manipulation of organized labor. There was an International Transport Workers' Union. At a Congress at Munich a few weeks before the war opened the German delegates urged me not to propose a resolution calling upon labor of all nations to strike if war was declared.

"They said that they could not attend any Congress where such a resolution was even proposed, and that they would not dare to return and face the organizations they represented if it were so much as discussed. At the time I thought that their attitude was influenced by fear of the military. I now think that it was influenced by their military spirit and by their belief in coming German victory.

"In England when war began the entire basis of our national life had to be reconstructed. At first it was little better than chaos. Our little army of 150,000 men thrown against the enemy served to show us what great forces we must have. The men were willing enough to come forward, but there were not enough competent soldiers to train them. There were not enough weapons to equip them and there was no machinery obtainable with which to manufacture the weapons in time. We had one source of strength, vast reserve wealth.

"After the Government had called on the financiers and the leaders of industry, it

appealed to the organizers of labor to help. Up to the time the war began labor had been non-militant. Having partly protected labor against the danger of exploitation by capitalists for their own benefit in war work, the labor unions began to organize themselves for war. Ninety-six per cent of the men in the army come from the industrial classes. The trades unions abandoned for the period of the war their strongest positions, the right to strike, the non-dilution of labor, the regulation of hours, the limitation of non-skilled work.

"America enters the war in more favorable conditions. She has had over two years in which her plants have been busy on the production of war material. Her people are accustomed to great tasks of organization, and the output of sufficient guns and shells, small arms and material of war will not be the problem to her that it was to us. America possesses another advantage in that a very large proportion of her people are accustomed to open air life and to the use of the gun.

"The two main things to be urged on America are, I believe, the importance of guarding against German espionage and the wisdom of building up a real citizen army, on the basis of universal service.

"I urge the building up of a citizen army based on universal service because I am opposed to the military spirit. I recognize that the only way to defeat militarism is to be organized against it, but it is only by a nation having at its call the trained manhood of its people that it can hope to stand against the menace of a carefully organized autocracy, planned to the last man for war and for conquest, such as Germany represents. This is a fight for world freedom and for no less.

"Ninety per cent of the white race of the world are today engaged in war, and the issue at stake is the future of free institutions throughout the world."—Ben Tillet.



INSURANCE.

GREENBERG had taken out an insurance policy on his stock of goods, and three hours later a fire broke out which consumed building and contents. The company could find no ground on which to refuse payment, but in sending the check the following was included in the letter, "We note that your policy was issued at noon on Thursday and the fire did not take place till 3 o'clock the same day. Why this delay?"

RELATION OF MONEY TO WAGES.

IN this day of soaring prices it might not be amiss to dwell a few moments on the relation of money to wages, and examine the basic principles upon which each is founded. We hear a great deal about our prosperity; that wages are higher than ever before; still there is discontent and unrest, for which there must be some cause. We can all remember the good old days when we used to put the market basket on our arm Saturday night and, with our week's wages in our pocketbook, set out for the market, and return home with the basket laden with all kinds of good things for our Sunday dinner. Now we fill our market basket with money and carry our Sunday dinner home in our pocketbook.

Money is about the cheapest thing on the market these days, and we are rapidly getting to the Chinese level of monetary value.

High wages do not denote prosperity; they simply denote that money is cheap. What difference does it make to a wage-earner if he makes a dollar a day and it costs him ninety-nine cents a day to live, or whether he makes ten dollars a day and it costs him nine dollars and ninety-nine cents a day to live? Can anyone say that he is better off with the larger amount?

What would it avail us if it took a hayrack to carry home our week's wages, if we had to shovel it in to the "butcher, the baker and candlestick maker" with a pitchfork?

Now, with the foregoing in mind, let us consider a few standard rules that every trade unionist should know. The first of these is the "Iron Law of Wages." Years ago Adam Smith, a noted English philosopher, after considerable study, announced to the world this law, and at the same time reasoned it out.

He held that the minimum wage which should be paid a laborer was one which should be sufficient not only to support himself, but his wife and five children.

Smith held that out of every five children born in that day the mortuary tables showed two of them died before reaching the age of manhood or womanhood, and that in order to insure no diminution in the human race as a whole and to perpetuate mankind, it was necessary for each married couple to rear at least five children, and the compensation to the wage earner should be sufficient to care for them.

Please remember this was the minimum, not the maximum, wage, Smith wisely figuring that the law of supply and demand would take care of that. Remember Adam Smith's doctrine did not apply to any particular country; it applied to Great Britain, where gold was the medium of exchange, as well as far-off China, which dealt in brass taels.

For years and years this doctrine has stood the test of time, and has never been successfully assailed. So much for the basic law of wages.

Now let us take up the basic law of money: Every school boy in our land knows that money is based on gold; first, because gold is a precious metal, hard to obtain, and, second, because it is indestructible. The scarcity of the metal gives it the value.

When gold is found in large quantities money is cheap, and easily obtained, but when it is garnered, money tightens up. If money was based on hay we would have to use hayracks to do our bargaining; therefore, our spousal base money value on something precious, to diminish its volume.

However, value is not always represented in money; for if we had to depend entirely on the money of the world for a medium of exchange we would be sorely handicapped. Real estate and personal property represent a value that is pretty generally bargained for over and over again. By the use of commercial paper, such as checks, stocks and bonds, in which transactions very little fiat money changes hands, if any at all, one credit is pitted against another to balance the account.

However, until two years ago nearly all of our paper money was backed by gold or silver, deposited in the treasury or sub-treasury of the United States.

About nine years ago a panic broke loose in our land, due to exploiting speculators in New York, tampering with funds deposited there for safe keeping, and a wild rush to withdraw deposits ensued. This, of course, would have taken all the real money out of circulation and left only the value represented by real and personal property. In order to tide over the trouble, scrip was issued for a period of sixty days, after which the panic subsided.

Congress at the next session took the cue and passed a law authorizing the Govern-

ment to issue Government money on gilt-edge securities whenever it was deemed necessary to do so. The Government thereby extended the money value of real and personal property, and Federal currency is now available to take the place of scrip should the country ever face another shortage of ready cash, and there is a system of Federal banks to supervise its distribution.

When the European war broke out all Europe became heavy purchasers of our products. Their paper currency having no circulation in this country, their accounts were settled in gold, and as the war continued gold kept coming to our shores until we now possess a large portion of the world's gold, and, as money is based on this metal, it is not difficult to understand that the more gold we secure the greater the bulk of real fiat money there is available for circulation and the cheaper money becomes because of its volume.

With money easy to obtain, prices begin to go up and labor begins to get dear. Labor was baited with an increase here and there, but did not keep up with the procession of soaring prices. Housewives economize here and there to make ends meet, but at last they had to give up in despair, and now we hear a rebellious voice the entire length and breadth of our land.

If the employer is asked for an increase he pleads that he is unable to grant it because of the high price of materials; everyone seems to be afflicted alike, so the natural inquiry is: If all of the wage earners are complaining that they are not receiving living wages, who then is getting the profit from high-priced materials?

Some two years ago, while testifying before the Committee on Labor of the Sixty-third Congress, I took occasion to show to that committee what it took for a wage earner to keep a family of five people—a man, his wife and three children—(not Adam Smith's number). We figured on a monthly basis: Rent, \$15; heat, \$7; light and cooking, \$3.50, and carfare, \$5 per month. You will note I have been very modest in my figures, and the above makes a total of \$30.50.

Now, supposing at each meal each member of said family eats ten cents' worth of food, and three meals a day. We will have an expense of fifty cents for each meal, \$1.50 for the day, and \$10.50 a week, or \$42 a month for food. Add this to the \$30.50 for rent, heat, light and carfare. It gives a total of \$72.50 a month for the bare necessities of life, things you cannot do without and survive. Remember also that you are limiting yourself and your family to ten cents for

each meal. What can you get for ten cents in this day of high prices?

Even to enjoy this meagre fare, we must first obtain \$72.50 per month, and no allowance has been made for soap to wash with, or a pair of overalls, a new apron for Mary, or a pair of shoes for Billy, and if anybody gets sick in the house we are swamped.

It takes \$72.50 to sustain life in our bodies in normal times. We need clothes, shoes, hats and also medicine. To obtain them we must make something in addition to the \$72.50 already mentioned; at least \$20 more per month.

Now, how many of the readers of this article are receiving \$92 per month? If you do not receive that amount and have a family of three children you are slipping back all the time.

You are perhaps growling at your wife and lecturing her on the science of management, but you are growling at the wrong person. Your growl is with your employer.

The divine commandments to "multiply the face of the earth" and "the laborer is worthy of his hire" are other laws that cannot be disregarded by man.

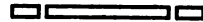
The minimum standard of hire for a laborer has been set by men as that sufficient to sustain life in seven persons.

God has said in Holy Writ that the laborer is worthy of that.

Now, who among the modern school of employers is going to face his Creator feeling justified in the thought that he refused an increase to his employe trying to support five persons on ten-cent meals?

The purpose of this article is to give you some food for thought; as you go along you will find other angles to this subject.

There are none among us that should not be posted on a subject of this kind when called upon to serve on wage conferences, so a few words on this subject I feel is timely for your serious consideration.—Machinists' Journal.



SHE KNEW HOW TO REPROVE.

AT dinner one evening a little girl surprised her mother by saying: "I'm stuck on this bread."

"Marjorie," reproved the child's mother sharply, "you want to cut that slang out."

"That's a peach of a way to correct a child," remarked the father.

"Well," defended his wife, "I was only putting her wise."

POWER OF SCANDAL.

OF all the evil products of malice, scandal is the greatest and most dangerous. It finds fertile soil in the human mind. Its innocent victims have no weapons against it. As long as men more willingly believe evil than good of their neighbors, it will continue to be a blasting force of harm among human beings.

It is easy to suspect. In our law courts we proceed on the theory that a man should be believed innocent till he is proved guilty. As a matter of fact, the majority of people believe him guilty till he proves himself innocent.

The voice of scandal never lacks for an audience. Stand on the street corners and praise a man or woman, and you will have no hearers. Stand on the same corner and assail somebody, make charges, insinuations, innuendoes, and people will crowd to hear you.

Caesar's wife, we are told, was above suspicion. But Caesar's wife had a despot for a husband, and it was extremely dangerous for anybody to suspect her publicly.

Today nobody is above suspicion. Nobody is beyond the reach of scandal.

We remember at one time of having seen a cartoon showing a man painfully and laboriously building a house—The House of Reputation. The house represented the work of his lifetime. His thought and toil and hope had entered into its construction.

The house was beside a mountain and from it was thrust a heavy boulder—the boulder was known as scandal. When this vast boulder of scandal was let loose the house was utterly crushed, and its builder, standing beside it, was helpless to forestall its ruin.

Nothing is easier than to put scandalous stories into circulation. Nothing is harder than to stop them, once they have started on their devastating course.

Something in the human mind, some mysterious survival of the old days when greed and evil were dominant human traits, prompts men and women to credit every scandal that comes to their ears.

It makes little difference who is the subject of such a story. The man who has sought all his life to live correctly and honestly has no armor against scandal.

His right living is interpreted as hypocrisy. His honesty is looked upon as a cover for secretly practised villainies.

It is easy to counsel young men and women to avoid the appearance of evil. It is easy to say that he who cultivates character need have no fear for his reputation.

But even preachers of these platitudes know that they are not true. As long as scandalmongers exist reputations can be shattered over night, no matter how honestly and how toilsomely they have been acquired.

Many are the ways of starting evil reports, and many are the sorts of people who engage in this scoundrelly business.

One of the penalties of real achievement is the breeding of envy in the unsuccessful. It is a curious fact that a successful man, no matter how he has accomplished his success, finds himself hated by many people who never saw him and of whom he has never heard.

Why this is, no one can say. Great achievement is always of benefit to the race. The man who paints a great picture, who writes a great novel, who makes a great invention, contributes to the happiness or to the prosperity of all human kind.

Yet these are the very men singled out by scandal for its work of destruction.

John Keats, one of the greatest of poets and the kindest, gentlest soul who ever held a pen, became a subject for villainous attack by the unsuccessful scribblers of his time.

Every schoolboy knows that Christopher Columbus, after the most prodigious exploit in the history of the world, became the victim of malicious enemies. He was imprisoned on trumped-up charges and robbed of all the honors he had won.

And the powers who had trusted him, and who had vastly profited by his discoveries, were the first to believe the lies that were told about him.

Sir Walter Raleigh, one of the most daring and courageous, as well as the most intelligent of Englishmen, was executed because baseless charges had been brought against him—charges which those in office were quick to credit.

These are instances of the operation of scandal many years ago, but are little different from cases that occur today.

Whoever becomes prominent becomes a target. Suspicion, like death, loves a shining mark.

There is a percentage of rascality in every

collection of human beings, and its power is out of all proportion to its magnitude.

No man can lay a straight course without interfering with others. And those whom he interferes with are usually those who are laying crooked courses. They know it is useless to fight honestly in the open, so they fight it in the dark.

It is hard to answer the tongue of envy. It is almost impossible to free the public mind of suspicion once lodged there, however lacking in any foundation that suspicion may be.

Scandal is an unclean weapon. Yet there are many who never scruple to use it if it happens to suit their purposes.

You may build your house of reputation as carefully as you choose; you may avoid sedulously all the appearance of wrong; you may mean to do right, and you may succeed in doing right, but somewhere and somehow you are likely to find an enemy ready to stab you with his unclean knife, and the wound he will inflict will prove beyond the power of any physician to heal.

As we said at the beginning, our theory is that a man is presumed to be innocent until he is proved guilty. Technically that is the practice of the courts. But it is never the practice of public opinion, and few are the juries who can withstand public opinion when it is once thoroughly aroused.

It is seldom that an innocent man is sent to his death or even to prison on unfounded charges.

But many is the time that a jury, disagreeing as to a verdict, leaves in the minds of all who see or read of the trial a firm belief in the guilt of the man who has been arraigned before them.

In very recent years men with more cleverness than scruple have used organized scandal to accomplish business and political ends.

There has been one recent public instance of an attack on a high public officer who was doing his best for the people, for the whole country—an attack made indirectly, but which was nevertheless calculated to do him and his policies incalculable injury.

It happened that this particular attack failed, but it is quite possible for others to be set on foot that will not fail. The weed seeds of suspicion find far more fertile soil in the human mind than the grain seeds of good report.

Scandal mongers there will always be, and their possibility for harm will always be great. There is but one way to render them

less dangerous, and that is to pay no attention to them.

Without publicity evil will flourish. Whenever there is cause for suspicion, it is a public duty to clear it up. The method of investigation employed when public men happen to be suspected is good as far as it goes. It is seldom thorough enough.

But to credit every evil story of a man's public or private delinquencies, without a shadow of foundation, is merely to keep in the hands of the most wretched of all human beings the weapons with which they can destroy their betters, and against which honest men and women have no defense—Garment Worker.



WORD TO THE NON-UNIONIST.

AS an individual the workman is as helpless as a sapling in a tempest. He may say that he intends to work for whom he pleases for as many hours as he pleases and as much as he pleases, and he may feel that he has a moral right to do so, but he has not.

And then, again, he should know, as he will sooner or later, perhaps when it is too late, that he must ask his employer for leave to work for what he chooses to pay, and for as many hours as he desires.

Organized labor has been able, through united action and collective bargaining, to shorten the work day, raise wages, and in many ways improve the conditions of the worker; it has prevented reductions in the pay; it has made the homes better; it has secured better clothes, better food, more comforts and has made the shop, factory and the mine a better place in which to work.

Organized labor has been the fighting force in state legislatures and in Congress, not only for labor, but for all men; it has compelled the passage of laws to protect the health of the workers; to take children from the mill and the factory and place them in school; to limit the hours of labor for women and fix their wages above a living wage; to prevent the loss of lives and limbs, and to compel the payment for injuries to body or health. It has done this and more, more than we can enumerate here.

Every time organized labor achieves a victory it not only raises the status of the union man and his family, but of the non-union man and his family as well. And on the other hand, when a non-union man takes another worker's place and crushes the union, it lowers the status of all working men, non-union and union, who share the degradation of labor.—Exchange.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers. Address all letters to the Editor and Manager.



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THE LOWEST BIDDER.

THE purchasing policy of the war department, appears to be tending in the direction of trying to adopt a universal rule of giving war contracts to the lowest bidder.

It is true that before we entered the war, contracts for army supplies were usually let to the lowest bidder. This was when the needs of the government were very small and few concerns made bids. In fact, one comparatively small shoe concern made nearly all the army shoes.

Now the needs of the government are tremendously larger—so much so, that numerous shoe factories are required to produce the many millions of pairs of military and naval shoes needed to equip the forces we are raising and to replenish the supplies as they are used up.

The life of a pair of trench shoes is figured at something like three weeks in service, so we understand; therefore, if we are to raise an active force of two or three million men, it will require tremendous quantities of shoes to keep them shod and to keep supplies in reserve.

Under these circumstances the rule of awarding contracts to the lowest bidder becomes an impossibility, because no one, two, or three shoe concerns can supply the needs of the United States government without sacrificing their entire domestic trade.

But there are other reasons why the rule of awarding contracts to the lowest bidder should never prevail. We are speaking now of shoes, leaving to the representatives of the other industries to talk about the other

industries. It is known that no one has any particular advantage in the purchase of leather for these government shoes. It is understood that all manufacturers buy their materials alike.

It is supposed that government inspection compels each manufacturer to conform to a uniform standard of quality in the cutting of these leathers—that the vamps and quarters shall be of certain selections, and likewise the outsoles, middle soles, insoles, counters, heels, and toplifts.

If these assumptions are correct and the different manufacturers buy the same grades of leather at the same prices and cut the leather up into shoes in compliance with government standards as to the different parts, conceding entire good faith both to the manufacturers upon the one hand and the government inspectors upon the other, then the basis of the lowest bid must be one of two things—either a lower labor cost or superior economic advantages, or both.

The lower labor cost may come first, from an absolute denial of any rights of labor accompanied by a policy of stopwatch efficiency calculated to treat the laborer the same as a machine, just as if the workman was to be run by a belt at so many revolutions a minute. This is the killing pace, and under this system the worker has to do twice as much work for less money.

The same so-called efficiency methods are used to prevent workers under this system from becoming organized. Races are cunningly mixed so that the workers will be unable to converse with each other. The spy system with all its underground methods is utilized. Every scientific method of oppressing labor is used in order that the concern may be the lowest bidder at labor's expense. This system has been condemned by the United States Congress as a detriment to human rights and as a menace to citizenship because of its depreciation of the individual.

The economic advantages referred to above may consist of superior location, cheap power, low or free taxation, or low living expenses for the employees which assists the employer to get a low labor cost. All of these economic advantages may be

united with the efficiency methods mentioned in the preceding paragraph.

But the low labor cost, no matter how obtained, is not always a true measure of value. As a rule one gets what they pay for, and it applies in labor as in everything else. The man who pays half price for labor does not get full value; and if the government awards shoe contracts to the lowest bidder, based, as it must be, upon the concern's self-assumed ability to cut the labor cost, those shoes must suffer from a certain amount of inferior workmanship.

Our government is trying to buy good shoes. It aims to put on the feet of its soldiers and sailors the best army and navy shoes in the world. It is particular about the materials that are used. They are to be cut from selected stock and to be of standard thicknesses by the millimeter gauge.

But there are at present no standards for labor. The rule of the lowest bidder pretends not to care what kind of labor is used in putting these selected materials together; yet it is well known to shoe men that no matter how good the materials nor how well selected, defective workmanship in numerous little things may destroy the life of a shoe.

Our point is that it is just as vital to introduce standards of labor into the specifications of the army shoes as it is to introduce standards of leather.

We maintain further that the government standards of labor should carry labor prices that would be sufficient to insure the best of workmanship and not leave the standards of workmanship to be fixed by those concerns that have oppressed labor the most and that are bound to give the lowest quality of labor to the shoes they make.

The policy of letting the lowest bidder fix the price may be worked out by the government adopting a price based upon the lowest bidders and then saying to all shoe factories, "You may make certain agreed amounts of shoes at that price." This is practically what is being done at the present time, with the result that concerns employing the best labor, that are in a position to do the best work because they pay labor for doing good work, must either refuse to make any shoes or must make them without profit or perhaps at a loss.

The working out of this policy on the latter line means to give the unscrupulous foe of labor a decided advantage in the long run. He may continue to make money off

of government contracts, while other who are fair to labor must lose.

We have said before that the government, in carrying out this policy, is discriminating against the best of the shoeworkers and in favor of the poorest. Surely no one questions that the shoeworkers who are organized are more intelligent than those who are not. No one can question that the shoeworkers who are organized are better workmen than those who are not. There can be no doubt either, that those who are organized are more loyal to the government than those who are not.

Take our own organization for instance. We have, as a union, subscribed \$60,000 to the two issues of the Liberty Loan. The unorganized shoeworkers have subscribed nothing in a collective sense. Besides this, our members have subscribed as individuals in their home communities.

And yet the government in its shoe purchasing policy is discriminating against our organization, or rather against a worthy group of citizens who happen to be members of our organization.

Furthermore, we happen to be an organization that is free from strikes; that is to say, we make arbitration contracts and adhere to them. We do not read about army shoe contracts being held up by strikes, for the reason that our union has been an arbitration union for 19 years.

There are all kinds of strikes in other war industries. Why? Simply because the government has assumed that in asking employers to sit on war industries' boards that the industries are completely represented. They have yet to learn, apparently, that the wage earners of an industry must be represented on these boards before the representation can be complete. The English government has learned this lesson, and the labor prices of its war shoes are stipulated in the contracts.

We support the government, but the government does not support us. It asks us to furnish everything, and yet it discriminates against us by giving power to our most uncompromising enemies in the industrial field. The sooner the government learns the lesson that labor must be dealt with equal to capital in mobilizing the industries of the nation for effective war service, the sooner a better degree of co-operation will be brought about. This will not be accomplished by attempting to force the hand of labor, or by compelling labor to lower its standards on government work. When employers are represented in

the councils and labor is not, it too often leads to employers establishing the conditions satisfactory to themselves and then, clothed with some show of government authority, say to labor, "Come on, boys; be patriotic; support the government and do the work," and this in the face of tremendously advanced living costs.

What is the matter with the leaders at Washington? Why is it that they cannot see that the way to get co-operation from labor is to co-operate with labor?



REGULATION OF FOOD PRICES.

THE regulation of food prices up to date appears on the face of it to be a failure, though perhaps it is premature to express an unfavorable opinion of the ultimate outcome.

At all events, up to the present time no material advantage has accrued to the consumers through the work of Mr. Hoover and the powers that were supposed to be conferred upon him by Congress.

It is fair to say, however, of the Hoover idea, that Congress, in authorizing the food administration, limited its powers by forbidding it to interfere with the prices on the farms, and also withholding jurisdiction over retailers doing a business of less than \$100,000 per annum.

The idea of the law appeared to be to give the food administration control over the wholesalers and the large retailers doing a business of over \$100,000 per year. Certainly, under these circumstances, Mr Hoover works under difficulty. He is supposed to have authority that he does not have, for, no doubt, the general public does not realize to what extent his authority is limited by Congressional legislation.

Of course the bill carries some general powers against hoarding, speculation, and high price marking, and these general powers, we understand, are now being utilized by Mr. Hoover in connection with a plan of licensing all dealers coming within his jurisdiction.

It is understood that all these dealers are to be licensed, and one of the conditions of the license is that they shall refuse to supply goods to any retailer who charges exorbitant prices contrary to the general provisions of the law.

This will, no doubt, give a wholesome control over the retailers under the licensing

system, and this control is needed. For instance, we have recently been pinched in sugar, and the retail stores marked up the price—not that they had paid more, because they had not bought any. There was none for sale, but they marked up the price because they could.

We are urged to eat more fish, and immediately fish jumps in price to the meat level. Wheatless days are advocated, and corn-meal jumps to the price of wheat flour. One store sells corn-meal for 9 cents a pound, and another store on the same street sells it for 6 cents.

A few years ago wheat growers considered that \$1.00 a bushel for wheat meant prosperity. Now they object to selling wheat for \$2.20, a minimum guaranteed price given by the government; and they are said to be hoarding wheat.

A few years ago cotton planters wanted 10-cent cotton, and now it is said they want a government guarantee of 30 cents for cotton.

This is a little aside from the discussion of regulation of food prices when we speak of cotton, but it simply shows that everybody is out for all they can get, and every one of these incidents makes it harder for the wage earner to buy food.

So far as the food control is concerned, it is not easy to see how it can reduce prices if the men on the farm can hold their crop for higher prices. If the food control shall result in preventing hoarding and speculation and shall prevent extortionate price raising beyond the present high levels, it may be a distinct gain.

In judging the efficiency of the food control we must be patient and wait for it to work out; nor should we be given too much to criticism of the policy of insuring generous returns to the farmers. In order that food supplies shall be ample, farmers should be encouraged to cultivate land. Therefore, a large part of the remedy seems to lie in the direction of curbing hoarders and speculators among the middlemen and profiteering among retailers.



THE PRICE OF COAL.

JUST now fuel committees are being appointed in all towns and cities, these local appointments coming from the federal fuel administrator of the state, the latter ap-

pointed by Fuel Administrator, Garfield, at Washington.

Fuel Administrator Garfield has the authority of the United States government behind him. He can take possession of any coal mine and run it. He has threatened to do so unless certain coal mine owners and their employees compromised their differences and resumed the production of coal. He also has authority to direct the movement of coal, to supply the needs of different sections of the country.

The price of all kinds of coal has been fixed at the mines by agreement between the mine owners and the government in conference. The price was higher than in former years, though the mine owners contended that the agreed price was lower than the price stipulated in contracts they were then taking for coal.

In some cases the price fixed at the mine has been altered by raising it. But there is, today, a fixed price at the mines for all grades of coal. For anthracite coal the price at the mine varies from \$4.55 to a little over \$5.00 per long ton, according to size and grade of coal. To this must be added freight, handling, fixed charges, cost of wharves or sheds, teams, drivers, and profit.

The local fuel committees are expected to take all of these things into consideration and make a recommendation as to the price of coal for their own community. These recommendations are to be submitted to the state fuel administrator who will practically fix the price for the state subject to ratification at Washington.

It will be noticed, therefore, that the local committees do not have full authority; neither does the state administrator, but all of them have an influence.

There is one thing that the fuel administrator at Washington cannot do; that is to say, he cannot compel local coal dealers to carry on business at a loss.

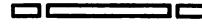
November 1, 1917, a new element in the cost of coal enters in; namely, the war tax on freight bills. This war tax is 3 per cent, so that if the freight on a ton of coal is 3.33, the 3 per cent war tax upon the freight bill will add 10 cents a ton to the cost of the coal. Our own opinion is that the regulation of the price of coal will be beneficial chiefly in that it will prevent extortionately high prices for coal such as \$15 or \$18 per ton, which might very easily occur under conditions of scarcity in the absence of sup-

ervision and regulation which would permit price manipulation in its worst form.

We probably cannot hope to have coal for less price than obtains today. Should there be increases, they are likely to be very moderate comparatively, and not of the skyrocketing type.

Here, again, we run up against the policy of fixing the price at the production end and of fixing a liberal price to encourage production. We want coal! coal! and then more coal! We need tremendous supplies of coal for war purposes and for war industries. The volume of production is tremendously important.

In the meantime wage earners will do well to economize in the use of coal as far as possible without risking health.



WAR TAXES AND ECONOMY.

MANY of the special war taxes levied by the revenue bill recently passed are now in effect. We will not undertake to enumerate them, but they touch the wage earners at many points.

It is true that not many wage earners are liable under the heavy sur taxes of the income tax, but any wage earner earning over a thousand dollars, who is unmarried, is taxable for surplus income over a thousand dollars; and any married wage earner earning over \$2,000 is taxable for surplus income over \$2,000.

There are probably a number of shoemakers who will pay income taxes under these classifications who were not liable under the previous law. But still the income taxes will not be so severe on the wage earners as some of the other taxes, for the reason that as a rule the man with an income sufficiently large to tax can better afford to pay the tax than the man with a smaller income can afford to pay other forms of taxation.

In the preceding article entitled "The Price of Coal" we have shown that the war tax on freight bills may add 10 cents a ton to the cost of coal. This is only one of the illustrations of the many indirect ways in which war taxes will reach the wage earner, and there are many others.

The moving picture house is the poor man's theatre, and from now on, when the wage earner pays 10 cents to go to the movies, he must add a cent for the govern-

ment and for the war, making it 11 cents, or 10 per cent of whatever the admission fee may be. We are not complaining of these taxes. They may be inequitable in some respects, for nothing is perfect, but as a whole the taxes are necessary, for the war must be fought out to a successful conclusion.

How long this war will last no one knows. The recent Italian reverses indicates the prolongation of the conflict. General Wood of the United States army has recently predicted that it will last from 3 to 7 years more. Perhaps his prediction is conservative. It may end sooner. Let us hope so, but it is safer to be on the conservative side.

Therefore, it is well for wage earners to consider these war taxes in their different forms as they affect the wage earner directly and indirectly, a permanent burden to be borne by every individual not only during the war, but afterwards while the war debts are being paid, which may be for generations.

This condition must bring home to each of us the need of economy. We do not mean parsimony or hoarding, but prudence and ordinary thrift.

It is time for every wage earner to look over his habits to see what he throws away or wastes. Waste is said to be the great American sin; and it may be that if these war taxes shall cause the wage earners to practice a little true economy and be less wasteful in their daily lives, it may be a blessing in disguise.



WAGES AND THE NECESSARIES OF LIFE.

NOTWITHSTANDING all the different forms of regulation of the necessities of life under government authorization, it seems unlikely that there will be any material reduction in cost. Prices that have advanced at a most rapid rate bid fair to stay substantially where they are, or (if there is any change, that they will advance.

In the case of wheat flour it appears unlikely that it will be reduced. The farmers are guaranteed a minimum of \$2.20 a bushel and are reported as unwilling to sell at that price. Three of our largest flour con-

cerns are said to have recently gone out of business.

Wheat is being shipped to Europe in tremendous quantities, and we are advised to use substitutes, whereupon corn, oats, rye, barley, etc. radically advance in price.

Meats are temporarily slightly lower, but must surely reflect the highest price of grain the world has ever known.

A bumper crop of potatoes is followed by high prices—not as high as the corner of last winter, but still very high.

The poor man's dinner of corn, beef and cabbage of a few years ago is now a luxury, and even liver-and-onions cost three to four times as much as they did ten years ago. Even tripe reflects the upward tendency of prices.

There seems to be no hope to buy anything at a reasonable price. Fish goes up with meat, and all kinds of vegetables are high.

When it comes to clothing, everything in textiles is up. The woolen suit we used to buy is no more. Clothing for the soldiers must be all wool; and there is not wool enough left to make all wool clothing for the multitude. We must not complain of this. We want the soldiers properly clothed. But why must the rest of us pay two or three times as much for shoddy as we formerly paid for wool.

We must have the necessities of life, otherwise we who do the work to produce the supplies for the army and the navy will not be able to sustain ourselves and our families so that we can continue to do the work and bear our share of the burden for the years that the war is to continue.

And what have the wage earners got with which to buy these necessities of life? Merely their wages. Some of them have savings and other are expected to save, but the main reliance upon which to purchase these necessities is the pay envelope.

Under these circumstances it is not strange that wage earners throughout the country should be evincing an extraordinary amount of interest in the pay envelope. We can fix the price of wheat at the farm; coal at the mine; cotton at the gin, and then make ineffective attempts to regulate the prices of the necessities of life, it therefore is more necessary than ever that the workers should protect themselves by joining the organization of their craft.

REGULATING RENTS IN ENGLAND.

IN England it has been found necessary to regulate rents to protect the wage earners against the extortions of landlords. They have been in the war a little longer over there than we have and have learned some things that we have not learned.

The following article from the People's News Service of New York is instructive:

"While rents are rising in every industrial district in the United States and dispossessions in New York City have increased 20 per cent in a single year, Great Britain has taken drastic action against the landlord who uses his ownership of land to extort additional tribute from the poor.

"Responding to the demands of the Labor Party, Parliament has passed an act which outlaws any and every claim for rents over and above the amount charged on August 3, 1914. The new law is limited in its application to houses renting up to \$175 a year, or approximately \$12 a month, which would correspond with living quarters in America renting for from \$20 to \$30 a month.

"Back of the new British act is the vague recognition that private landownership is the least defensible of those licensed privileges that burden the people.

"Here are the terms of the new British act, summarized for the benefit of those capable of obtaining similar action in this country:

"It applies to Great Britain and Ireland and will be in force during the present war and for a period of six months after. Houses in London rented up to 35 pounds a year (13s. 5 1-2d. per week); houses in Scotland rented up to 30 pounds a year (11s. 6 1-4 per week); and houses in other parts of Great Britain rented up to 26 pounds a year (10s. per week) come under the provisions of the Act. It also covers houses, the rateable value of which does not exceed the amount specified for the areas named. It does not apply to houses where the rent includes board, attendance or use of furniture.

"This fact is clearly pointed out: Landlords must not charge a higher rent than that paid on August 3, 1914. For example: If the rent was 6s. per week on August 3, 1914, and is now 6s. 3d. per week, the tenant can legally refuse to pay more than 6s. per week. If the house was empty on August 3, 1914, then the rent must not exceed what was paid on the last letting before that date.

If the house is new and was first let after August 3, 1914, the rent must not exceed the amount paid by the first tenant.

"Here is another important piece of information: Tenants can recover from the landlord increases of rent paid after November 25, 1915. If the rent was raised before the passing of the Amended Act (July 10, 1917), the tenant must claim before January 10, 1918. If the rent was raised after July 10, 1917, the claim must be made within six months after the first payment of the increased rent. Tenants who are not in arrears can therefore deduct increases paid since November 25, 1915, from their next rent payments.

"A landlord must not increase the rent on account of decorations or of ordinary repairs.

"The landlord cannot legally ask the tenant to do repairs formerly done by himself. He cannot, except for very exceptional circumstance, turn the tenant out so long as the rent obtaining on August 3, 1914, is paid. The landlord cannot enforce the payment of "key-money". If the tenant pays a bonus in order to secure a house he can deduct it from his first rent payment, and the landlord cannot legally recover it.

"Tenants who consider their landlords are not observing the provisions of the Act should consult the local Trades Council or Labour Party secretary."



BRIEFS.

Americans are now in the front line trenches in France. The first capture by Germans of some of our sentries has been reported.

From now on, as more and more Americans get into the fighting line, we must be prepared to read of numerous losses. We shall lose men as our Allies lose them.

The casualties among the English are, at the present time, approximately 25,000 men per month killed or wounded, or nearly 1,000 per day.

No matter what it costs, we, as a nation, are bound to see it through. We are fighting not only for the liberation of the world, but for the liberation of the world from war. The success of the allied arms means world-wide democracy, or, in other words, constitutional government.

We shall not approach that figure for a long time—at least not until sometime next year. But we are reported to have over 500,000 men in France today, and we are sending more all the time.

We are in the fight, and the more united we are as a people, the shorter the fight will be and the less it will cost us in men and money; therefore, all the more reason why labor and capital should be jointly represented on all government boards having to do with war industries and war contracts, so that every interest may be fairly represented and every interest may be induced to co-operate.

Co-operation is no doubt the patriotic duty of the hour, but it is not a one-sided duty. The men of capital are not obligated to make all the money, and the men of labor to make all the sacrifice. When wage earners are expected to do government work for the enrichment of contractors under lower standards than they have been enjoying on private work, it is unfair.

There are thousands of men of large means who have shown themselves pure gold in the present crisis. Some of them have abandoned their private business and given their entire services to the government without recompense, and there are others of smaller caliber and meaner purpose who seek nothing but private profit and an opportunity to shackle labor. No doubt in war times confusion may be expected in many ways, but it is a great pity that well-meaning capital and organized labor cannot find a way of excluding the buzzards and get together on common grounds for national defense and national success.

GOMPERS THE HARMONIZER.

TO Samuel Gompers, president of the American Federation of Labor, even according to those who have been his harshest critics of other days, is attributable, more than any other individual in the country, the peace that reigns in the American toiler's camp while Mars rules the world.

Those who once maligned him now read of his achievements with wide-eyed wonder, for many there were who saw in him nothing better than a neurotic agitator patiently waiting for an opportunity to upset the industrial tranquility of the country for his own aggrandizement.

In spite of the avarice of greedy manufacturers pressing him from every side and the clamoring of disgruntled groups of wage earners hampering him in his work of stilling rising storms in the labor world, President Gompers has so far succeeded in keeping the industrial machinery running at usual speed with the usual output and bringing to himself and his organization the gratitude of every patriotic citizen from the president of the United States down.

The chief executive, whose farsightedness has in the past few months amazed his most violent enemies of former days, has nowhere in the land a more efficient ally than President Gompers, and no committee of the Council of National Defense is led by a more capable head than the Committee of Labor.

Captains of industry, some of them reluctantly, are beginning to recognize in the president of the American Federation of Labor a personality which they can no longer afford to disregard. Slowly they are beginning to realize that his voice in their councils can be naught but beneficial to the industrial situation generally and no less than those who own the means of production does organized labor appreciate the greatness of its leader.—National Labor Journal.

FIGHT ON.

IT'S fun to fight when you know you are right and your heart is in it, too. Though the fray be long and the foe be strong and the comrades you have are few.

Though the battle heat bring out defeat, and weariness makes you reel,

There's a joy in life that can know such strife and the glory and thrill you feel!

When the wise ones pant that you simply can't, it's run for a fighting man

To laugh and try with a daring eye, and prove to the world that he can.

And if you stick till your heart is sick, and lose when the game is done,

It's fun to know that the weary foe paid dearly for what they won.

It's fun to dare in the face of despair when the last lone chance seems gone,

And to see hope rise in the angry skies like a promise of rosy dawn;

For victory's sweet when it crowns defeat, and you learn this much is true;

It's fun to fight when you know you're right, and your heart is in it, too!

—Berton Braley.

: FRENCH DEPARTMENT :

LE PLUS BAS SOUSMISSIONNAIRE.

LA ligne de conduite du département de la guerre en ce qui concerne l'approvisionnement, paraît indiquer qu' on a adopté une règle universelle de donner les contrats de guerre au plus bas sousmissionnaire.

Il est vrai qu' avant le déclaration de la guerre, les contrats pour fournir l'armée étaient généralement donnés au plus bas sousmissionnaire. Ceci se voyait quand les besoins du gouvernement étaient très-limités et que les soumissions n'étaient pas nombreuses. De fait, une seule compagnie de chaussures comparativement petite faisait presque toutes les chaussures pour l'armée.

Maintenant, les besoins du gouvernement sont extraordinairement plus considérables, de telle sorte, qu' un nombre considérable de manufactures de chaussures devient nécessaire pour fabriquer les millions de paires de chaussures militaires ainsi que pour la marine pour l'équipement des forces que nous rassemblons et pour le remplacement de ce qui a été usé.

Dans les tranchées, quand le soldat est de service, une paire de chaussures dure à-peu-près trois semaines, nous dit-on; conséquemment, si nous devons avoir une force active de deux à trois millions d'hommes, cela exigera des quantités extraordinaires de chaussures pour subvenir aux besoins actuels et de réserve.

Dans ces circonstances, la règle d'accorder les contrats au plus bas sousmissionnaire devient impossible, parce que, ni une, deux ou trois compagnies de chaussures peuvent répondre aux besoins de gouvernement des États-Unis sans sacrifier entièrement leur commerce domestique.

Mais il existe d'autres raisons pour qu' on n'accorde pas les contrats au plus bas sousmissionnaire. Nous ne parlons ici que de chaussures, laissant aux représentants des autres industries de faire de même. Il est reconnu qu' il n'y a aucun avantage dans l'achat du cuir pour ces chaussures du gouvernement. Il est aussi compris que tous les manufacturiers achètent leur matériel également.

On suppose que l'inspection du gouvernement force chaque manufacturier à se conformer à un étendard uniforme de qualité

dans la coupe du cuir, afin que les différentes parties de la chaussure soient de choix.

Si ces suppositions sont fondées et que les manufacturiers achètent la même qualité de cuir aux mêmes prix, et coupent le cuir pour les chaussures d'après les instructions du gouvernement—en concédant la bonne foi des manufacturiers et des inspecteurs du gouvernement, la base de la plus basse soumission doit être l'une de deux choses—soit des dépenses plus basses de travail ou des avantages économiques supérieurs, ou les deux.

Le plus bas prix du travail peut venir en premier lieu, d'un refus absolu des droits du travail accompagné d'une efficacité limitée dont l'objet est d'étrangler le travailleur comme une machine, tout comme s'il devait marcher avec une bande de cuir à tant de révolutions par minute. C'est le pas de la mort, et sous ce système le travailleur doit faire deux fois autant d'argent pour moins d'argent.

Les mêmes méthodes d'efficacité ainsi nommées sont employées pour empêcher les travailleurs sous ce système de se syndiquer. L'on mêle adroitement les races afin qu' on ne puisse converser ensemble. Le système d'espionnage avec ses méthodes secrètes est utilisé. Tout système scientifique ayant pour objet l'oppression du travail est employé afin que la compagnie puisse parvenir à être le plus bas soumissionnaire aux dépens du travailleur. Ce système a été condamné par le Congrès des États-Unis comme préjudiciable aux droits humanitaires et comme une menace au droit de citoyen à cause de sa dépréciation de l'individu.

Les avantages économiques mentionnés ci-haut peuvent consister en une situation supérieure, système d'opération à bon marché, taxation basse ou gratuite, ou dépenses peu élevées de la vie pour les employés, ce qui permet au patron d'avoir le travail à gages peu élevés. Tous ces avantages économiques peuvent se combiner avec les méthodes d'efficacité mentionnées dans le paragraphe précédent.

Mais le travail à bon marché, obtenu par aucun moyen, n'est pas toujours une mesure véritable de sa valeur. Comme règle générale on n'a que pour la valeur de son argent,

et cela s'applique au travail comme à d'autres choses. Celui qui paie la moitié du prix pour un travail ne peut en obtenir toute la valeur; et si le gouvernement accorde des contrats pour chaussures au plus bas soumissionnaire, basé, tel que ce doit être, sur l'habilité que se donne une compagnie de diminuer le prix du travail, ces chaussures doivent avoir le cachet d'une certaine infériorité.

Notre gouvernement essaie à acheter de bonnes chaussures. Son but est donner à ses soldats et à ses marins les meilleures chaussures du monde. Il est particulier sur le matériel dont on se sert. Les chaussures doivent se faire de cuir choisi et d'une épaisseur égale mesurée au millimètre.

Mais il n'existe actuellement pas d'étendard pour le travail. La règle du plus bas soumissionnaire indiquerait qu'on ne se soucie pas de la qualité de l'ouvrier qui travaille sur ce matériel de choix; cependant les cordonniers savent bien que le travail défectueux dans différents petits détails se rapportant à la chaussure peut en détruire la qualité en dépit de l'excellent matériel qu'on aurait pu choisir.

Nous croyons donc qu'il est aussi important d'avoir des étendards de travail dans les spécifications de chaussures pour l'armée qu'il l'est d'en avoir pour le cuir.

Nous maintenons aussi qu'il l'étendard de travail du gouvernement devrait renfermer l'échelle de gages suffisante pour assurer la meilleure main-d'oeuvre et ne pas laisser ce détail essentiel à ces compagnies qui ont le plus opprimé le travail et qui ne peuvent avoir que la plus basse qualité de main-d'oeuvre pour les chaussures qu'elles font.

Le gouvernement peut laisser le plus bas soumissionnaire décider le prix en disant aux manufacturiers de chaussures, "Vous pouvez faire un certain montant de chaussures à ce prix." C'est pratiquement ce qui se fait actuellement, avec le résultat que les compagnies employant la meilleure main-d'oeuvre et qui sont donc en position de faire le meilleur travail, doivent refuser de fabriquer des chaussures ou doivent le faire sans profit ou à perte.

Le résultat d'une telle ligne de conduite donne à l'ennemi du travail sans scrupule un avantage contre lequel il devient impossible de lutter. Il peut continuer à prospérer avec les contrats du gouvernement, tandis que ceux qui traitent le travail d'une manière équitable doivent perdre.

Nous avons dit auparavant que le gouvernement, en se conduisant ainsi, fait une distinction contre les meilleurs ouvriers en chaussures en faveur des moins capables.

On ne doutera certainement pas que les ouvriers syndiqués ont plus d'intelligence que ceux qui ne le sont pas. On ne saurait mettre en doute que les ouvriers en chaussures syndiqués sont plus habiles que ceux qui ne le sont pas. Il est aussi certain que ceux qui sont syndiqués sont plus loyaux au gouvernement que ceux qui ne le sont pas.

Prenons notre propre organisation comme exemple. Nous avons, comme Union, souscrit \$6,000 aux deux emprunts de la Liberté. Les condonniers non-syndiqués ont rien souscrit dans un sens collectif. A part cela, nos membres ont libéralement souscrit comme individus.

Et pourtant, le gouvernement qui accorde des contrats pour chaussures fait une distinction contre notre organisation, ou plutôt contre un digne groupe de citoyens qui se trouvent à faire partie de notre organisation.

De plus, il se trouve que notre organisation est sans grèves; c'est-à-dire que nous soumettons nos différends à l'arbitrage et que nous faisons des contrats que nous ne brisons pas. Nous ne lisons que des contrats pour chaussures d'armée ont été interrompus, parce que notre Union a reconnu l'arbitrage depuis 19 ans.

Les autres industries ont toutes sortes de grèves. Pourquoi? Simplement parce que le gouvernement a supposé qu'en demandant aux patrons de faire partie du bureau des industries de guerre les industries étaient complètement représentées. On a encore à apprendre, apparemment, que les travailleurs à gages d'une industrie doivent être représentés sur ces bureaux avant que la représentation soit complète. Le gouvernement anglais a appris cette leçon, et les prix du travail sur ses chaussures de guerre sont stipulés dans les contrats.

Nous appuyons le gouvernement, mais le gouvernement ne nous appuie pas. Il nous demande de pourvoir à tout, et il fait une distinction contre nous en donnant le pouvoir à nos pires ennemis du champ industriel. Le plutôt le gouvernement apprendra la leçon que le travail doit être considéré sur un pied d'égalité avec le capital en mobilisant les industries de la nation pour le service effectif de la guerre, le plutôt aurons-nous un meilleur degré de coopération. On n'accomplira cela en cherchant à forcer la main du travail, ou en obligeant le travail à diminuer son étendard dans le travail du gouvernement. Quand les patrons sont représentés dans les conseils et que le travail ne l'est pas, cela conduit souvent les patrons à établir des conditions qui leur conviennent, et alors, avec

un semblant d'autorité du gouvernement, ils disent au travail, "Venez messieurs; soyez patriotiques; appuyez le gouvernement et faites le travail," et ceci en face de la cherté de la vie qui monte constamment.

Que font donc les chefs à Washington? Pourquoi ne peuvent-ils pas voir que le moyen de s'assurer la co-operation du travail est de coopérer avec le travail.



RÈGLEMENT DES PRIX SUR LES PRODUITS ALIMENTAIRES.

LE règlement des prix sur les produits alimentaires jusqu' à ce jour a toute l'apparence d'un fiasco, quoiqu' une opinion défavorable en ce qui concerne le résultat pourrait être prématurée.

Dans tous les cas, jusqu' à aujourd' hui les consommateurs ne paraissent pas avoir reçu aucun avantage matériel du travail de M. Hoover et des pouvoirs que le Congrès sont supposés lui avoir conféré.

Toutefois, nous devons dire, du plan Hoover, que le Congrès, en autorisant l'administration des produits alimentaires, en a limité les pouvoirs en défendant d'intervenir avec les prix des fermiers, et en retenant aussi juridiction sur les détailliers faisant affaires pour moins de \$100,000 par année.

L'idée de la loi serait donc de donner le contrôle des produits alimentaires sur les gens de gros et les grands détailliers faisant affaires pour au-de là de \$100,000 par année. Il est évident que, dans telles circonstances, M. Hoover rencontre des difficultés. On lui suppose une autorité qu' il n'a pas, car, sans aucun doute, le public en général ne réalise point jusqu' à quel point son autorité est limitée par la législation du Congrès.

La loi comporte sans doute quelques pouvoirs généraux contre les amasseurs, les spéculateurs, et la hausse des prix, et ces pouvoirs généraux, nous comprenons, sont actuellement utilisés par M. Hoover de concert avec un plan d'accorder licence à tous les détailliers qui sont sous sa juridiction.

Il est compris que tous ces détailliers devront avoir une licence, et une des conditions de cette licence est qu' ils devront refuser de vendre des marchandises, à tout détailleur chargeant des prix exorbitants contrairement aux provisions générales de la loi.

Ceci aura sans doute pour résultat de donner un contrôle salubre sur les détailliers sous le système de licence, et ce contrôle est essentiel. Par exemple, le sucre s'est récemment fait rare, et les détailliers augmentèrent le prix—non parce que le sucre leur coûtait plus, parce qu' ils n'en avaient pas acheté. Il n'y en avait pas à vendre, mais ils augmentèrent le prix parce qu' ils pouvaient le faire.

On nous demande de manger plus de poisson, et l'on en met immédiatement le prix de paire avec celui de la viande.

Des jours sans froment sont recommandés, et la farine de maïs atteint le prix de la farine de blé. Un épiciériste vend la farine de maïs neuf centins la livre, tandis qu' un autre, sur la même rue l'offre pour six.

Il y a quelques années ceux qui faisaient la culture du blé se disaient prospères quand ils recevaient un dollar le boisseau. Maintenant ils font des objections sur \$2.20, prix minimum garanti par le gouvernement; et l'on dit qu' ils amassent le blé.

Il y a quelques années les planteurs de coton voulaient dix sous pour le coton, et ils demandent aujourd' hui une garantie de trente sous du gouvernement.

Nous nous écartons un peu de la discussion sur le règlement des produits alimentaires quand nous parlons de coton, mais cela prouve simplement que chacun cherche à avoir tout ce qu' il peut, et ces incidents rendent plus difficile à l'ouvrier de se procurer la nourriture nécessaire.

En ce qui concerne le contrôle des produits alimentaires, il nous paraît assez difficile de réduire les prix si l'on permet aux fermiers de garder la récolte pour avoir des prix plus élevés. Si le contrôle des produits peut réussir à prévenir l'emmagasinement et la spéculation et à empêcher l'extorsion dans les prix encore plus qu' à présent, on aura accompli un gain distinct.

En passant jugement sur l'efficacité du contrôle des produits alimentaires nous devons savoir patienter et attendre un peu; nous ne devons pas nous laisser entraînés à une censure trop sévère parce qu' on veut assurer de généreux profits aux fermiers. Pour que les produits soient abondants, il faut donner l'encouragement nécessaire aux fermiers de cultiver le sol. Conséquemment, il semblerait qu' une large portion du remède serait d'arrêter l'action de ceux qui emmagasinent, des spéculateurs et des détailliers qui profitent de l'occasion.

LE PRIX DU CHARBON.

LES différentes localités sont à nommer des comités pour le combustible, ces nominations locales venant de l'administration fédérale du combustible de l'état, et ce dernier recevant son autorité de l'administrateur Garfield à Washington.

L'administrateur du combustible Garfield est appuyé par l'autorité du gouvernement des États-Unis. Il a le droit de s'emparer d'aucune mine de charbon et de la faire travailler. Il a menacé de le faire à moins que certains propriétaires de mines de charbon et leurs employés s'entendent et recommencent le travail. Il a aussi l'autorité de diriger le mouvement du charbon, afin de voir aux besoins des différentes parties du pays.

Le prix des différentes sortes de charbon a été arrangé aux mines par un traité entre les propriétaires de mines et le gouvernement en conférence. Le prix était plus élevé que dans les années précédentes, quoique les propriétaires de mines ont prétendu que le prix tel qu'accepté était plus bas que le prix stipulé dans les contrats qu'ils remplissaient alors pour le charbon.

Dans certains cas le prix aux mines a été changé en l'élevant. Mais aujourd'hui, il existe un prix déterminé pour toutes sortes de charbon aux mines. Pour le charbon anthracite le prix aux mines varie de \$4.55 à un peu plus de \$5.00 pour une grosse tonne, suivant la grosseur et la qualité du charbon. A cela il faut ajouter le fret, l'administration, les dépenses fixes, les frais de quais ou de hangars, less attelages, les chharretiers et le profit.

Les comités locaux pour le combustible sont supposés prendre toutes ces choses en considération et faire une recommandation en ce qui se rapporte au prix du charbon pour leur localité. Ces recommandations doivent être soumises à l'administrateur de l'état qui, pratiquement, décidera le prix pour l'état sujet à la ratification de Washington.

Conséquemment, l'on verra que les comités locaux n'ont pas pleine autorité; il en est de même de l'administrateur de l'état, mais tous ont une influence.

Il y a quelque chose que l'administrateur ne peut faire; il ne peut forcer les commerçants de charbon locaux à faire affaire à perte.

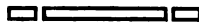
Un nouvel élément surgit le premier jour de novembre, 1917, dans le coût du charbon:

la taxe de guerre sur le fret. Cette taxe est de 3 %, de sorte que si le fret est de \$2.33 sur une tonne de charbon, la taxe de guerre de 3 % sur le fret ajoutera dix sous par tonne sur le prix du charbon. Nous sommes d'avis que le règlement du prix du charbon sera profitable, surtout, en ce qu'il préviendra des prix exorbitants tels que \$15 ou \$18 la tonne, ce qui pourrait aisément arriver sous certaines conditions de rareté en l'absence de spuerivision et de régularité — ce qui permettrait la manipulation des prix dans ses pires formes.

Ne ne pouvons probablement pas espérer avoir du charbon pour des prix plus bas que ceux que nous pouvons obtenir aujourd'hui. Si nous avons des augmentations, ce sera comparativement modéré, et non pas d'une manière extravagante.

Ici, encore, nous violâ en face de l'idée de déterminer le prix aux mines et d'arranger un prix libéral pour encourager la production. Nous voulons du charbon! du charbon! et encore plus de charbon! Nous avons besoin d'immenses provisions de charbon pour la guerre et pour les industries de la guerre. Le volume de production est de la plus haute importance.

En attendant les travailleurs à gages feront bien d'économiser sur le charbon autant que possible pourvu que ce ne soit pas au détriment de la santé.



TAXES DED GUERRE ET ÉCONOMIE.

BEAUCOUP de taxes de guerre prélevées par la loi du revenu récemment adoptée sont maintenant en force. Nous n'entreprendrons pas de les énumérer, mais elles touchent le travailleur à gages sur bien des points.

Il est vrai que peu de travailleurs à gages sont exposés sous les sur taxes onéreuses de la taxe du revenu, mais tout travailleur non-marié gagnant au-delà de mille dollars, est sujet à la taxe pour le surplus du revenu d'au-delà de mille dollars; et tout travailleur à gages marié gagnant au-delà de \$2,000 est sujet à la taxe pour le surplus du revenu d'au-delà de \$2,000.

Nous avons probablement des cordonniers, qui, d'après ces classifications, paieront une taxe à laquelle ils échappaient sous la loi qui existait auparavant. Cependant, les taxes

du revenu ne seront pas aussi onéreuses pour le travailleur à gages que celles des autres taxes, pour la raison que, comme règle générale, l'individu qui a un revenu suffisamment considérable pour être sujet à être taxé peut payer plus facilement que celui qui n'a qu'un revenu limité.

Dans un article précédent ayant titre "Le prix du charbon" nous avons démontré que la taxe de guerre sur le fret ajoutera peut-être dix centins au prix du charbon. Ceci est un des nombreux exemples des manières indirectes qui feront imposer des taxes de guerre au travailleur à gages; et il y en a d'autres.

Les vues animées, voilà la place de récréations du pauvre homme. Dorénavant, Quand le travailleur à gages achète un billet de 10 sous pour aller aux vues animées, il lui faudra ajouter un sou pour le gouvernement et la guerre, et payer 11c ou 10 % de l'admission, quel qu'en soit le prix. Ceci peut être injuste sous certains rapports, car il n'y a rien de parfait, mais les taxes sont généralement nécessaires, parce que nous devons prendre les moyens pour terminer la guerre.

Il est impossible de dire quelle sera la durée de la guerre. Les récents revers italiens indiquent une prolongation du conflit. Le général Wood de l'armée des États-Unis a récemment prédit que la guerre durera de 3 à 7 ans. Sa prédiction est peut-être conservatrice. Elle se terminera peut-être plus tôt. Espérons-le, mais il est prudent d'être du côté conservateur.

Conséquemment, il est bon que le travailleur à gages considère ces taxes de guerre sous leurs différentes formes car elles le concernent directement et indirectement. Ce sera un fardeau permanent que portera chaque individu non seulement durant la guerre, mais après la guerre durant le paiement des dettes, ce qui peut durer pour des générations.

Cette condition doit indiquer à chacun de nous le besoin de l'économie. Nous ne voulons pas dire qu'il faut être avare ou qu'il faut emmagasiner, mais la prudence et une frugalité nécessaire sont d'urgence.

Il est temps que chaque travailleur à gages fasse un examen de ses habitudes pour voir ce qu'il gaspille. Le gaspillage est le grand défaut américain; et si ces taxes de guerre ont pour effet d'inculquer l'esprit d'économie chez le travailleur à gages dans leur vie de chaque jour, ce sera peut-être une bénédiction déguisée.

LES GAGES ET LE NÉCESSAIRE DE LA VIE.

MALGRÉ toutes les différentes formes de règlement du nécessaire de la vie sous l'autorisation du gouvernement, il semble probable qu'il n'y aura aucun changement matériel dans la réduction des prix. Les prix qui ont avancé rapidement demeureront substantiellement ce qu'ils sont, ou, s'il y a un changement, ils avanceront encore.

Dans le cas de la farine de blé rien indique qu'il y aura réduction. Les fermiers ont une garantie d'un minimum de \$2.200 le boisseau et l'on rapporte qu'ils montrent aucune disposition à vendre à ce prix. Truiss de nos plus considérables compagnies faisant le commerce de farine ont récemment fermé leurs portes.

On envoie le blé en Europe en grande quantité, et l'on nous conseille de substituer autre chose, de sorte que le maïs, l'avoine, le seigle, l'orge, etc. ont radicalement avancé.

Les viandes sont temporairement un peu plus basses, mais elles reflètent le prix le plus élevé du grain que le monde ait jamais connu.

Une récolte abondante de pommes de terre est suivie de prix élevés—non pas autant que l'hiver dernier, mais très-élevés quand même.

Le dîner du pauvre homme consistant en bœuf salé et choux des années passées est maintenant du luxe, et même le foie aux oignons coûtent trois ou quatre fois plus qu'il coûtait il y a dix ans. Jusqu'à la tripe dont le prix monte.

Il ne semble y avoir aucun espoir de pouvoir acheter quelque chose à un prix raisonnable. Le poisson monte avec la viande, et tous les légumes se vendent à hauts prix.

Quant aux habits, tous les textiles ont un prix élevé. Quant aux habits de laine que nous achetions, ils n'existent plus. L'habillement du soldat doit être de laine, et il n'en reste pas assez pour faire des vêtements de laine pour la multitude. Ne nous en plaignons pas. Nous désirons que nos soldats soient convenablement vêtus. Mais pour quoi paierions-nous deux ou trois fois autant pour quelque chose d'inférieur que nous payons pour la laine autre-fois?

Nous devons avoir ce qui est nécessaire à la vie, autrement, nous qui faisons le travail pour la production de tout ce qui est essentiel pour l'armée et la marine seront incapables de nous soutenir ainsi que nos familles afin de continuer à faire l'ouvrage et

porter notre part du fardeau durant les années que durera la guerre.

Et qu'ont les travailleurs à gages pour se pourvoir de ces nécessités de la vie? Simplement leurs gages. Quelques uns ont des épargnes et d'autres s'attendent à mettre quelque chose de côté, mais ils doivent surtout dépendre sur la petite enveloppe contenant les gages pour avoir ces nécessités de la vie.

De cette enveloppe on s'attend aussi à ce qu'ils achètent des certificats pour assister la nation à l'argent nécessaire pour faire face à la guerre. Mais ils doivent vivre d'abord.

Sous ces circonstances il n'est pas étrange que les travailleurs à gages du pays montrent un intérêt particulier pour l'enveloppe contenant les gages. Nous pouvons déterminer le prix du blé sur la ferme; du charbon aux mines; du coton sur le champ, et alors faire des tentatives sans effet pour régler les prix des nécessités de la vie, il devient donc plus essentiel que jamais que les travailleurs se protègent en faisant partie de l'organisation de leur métier.



ON DÉTERMINE LE PRIX DES LOYERS EN ANGLETERRE.

EN Angleterre on a cru nécessaire de déterminer le prix des loyers pour protéger les travailleurs à gages contre les extorsions des propriétaires. Ils ont été en guerre un peu plus longtemps que nous et ont appris certaines choses que nous ne connaissons pas encore.

L'article suivant du "People's News Service" de New York est instructif:

"Tandis que les loyers montent dans chaque district industriel des États-Unis et que les dépossessions ont augmenté de 20 pour cent dans une seule année à New York, la Grande Bretagne a pris des mesures drastiques contre le propriétaire qui se sert de l'occasion pour extorquer un tribut additionnel du pauvre.

"Répondant aux demande du parti du travail, le parlement a passé un acte proscrivant toute réclamation pour loyers plus que le montant chargé le 3 août 1914. La nouvelle loi est limitée dans son application aux maisons se louant jusqu'à \$175 par année, ou à-peu-près \$12 2 par mois, ce qui correspondrait aux logements se louant \$20 à \$30 par mois en Amérique.

"Avec le nouvel acte britannique est la reconnaissance vague que la propriété privée

est la moins justifiable de ces privilèges autorisés qui oppriment le peuple.

"Voici les termes du nouveau acte britannique, soumis pour le bénéfice de ceux qui pourraient obtenir semblable action en ce pays:

"L'acte s'applique à la Grande Bretagne et l'Irlande et demeurera en force durant la guerre actuelle et pour une période de six mois après. Les maisons à Londres se louaient jusqu'à £35 par année (13s. 5½d. par semaine); en Ecosse elles se louaient jusqu'à £30 par année (11s. 6½d. par semaine); et dans les autres parties de la Grande Bretagne les loyers jusqu'à £26 par année (10s. par semaine) sont sous les provisions de l'Acte. Cela comprend aussi les maisons d'une certaine valeur n'excédant pas le montant spécifié pour les étendues indiquées, mais ne s'applique pas aux loyers avec pension comprise, le service et l'usage des meubles.

"On insiste sur le fait suivant: Les propriétaires ne doivent pas demander un loyer plus élevé que celui payé le 3 août 1914. Par exemple: Si le loyer était de 6s. par semaine le 3 août 1914, et est maintenant de 6s. 3d. le locataire peut légalement refuser de payer plus que 6s. par semaine. Si le logis était vide le 3 août 1914, alors le loyer ne doit pas excéder ce qui était payé quand la maison était louée avant cette date. Si la maison est neuve et a été louée en premier lieu après le 3 août 1914, le loyer ne doit pas excéder le montant payé par le premier locataire.

"Voici un autre renseignement important: Les locataires peuvent se faire rembourser par les propriétaires les augmentations de loyer payé après le 25 novembre 1915. Si le loyer a été augmenté avant le passage de l'Acte amendé (10 juillet 1917), le locataire doit réclamer avant le 10 janvier 1918. Si le loyer fut augmenté après le 10 juillet 1917, la réclamation doit être faite en-dehors de six mois après le premier paiement du loyer augmenté. Les locataires qui n'ont pas d'arrérages peuvent donc déduire les augmentations payées depuis le 25 novembre 1915, quand ils feront leurs prochains paiements.

"Un propriétaire ne peut augmenter le loyer à cause de réparations ou de réparations ordinaires.

"Le propriétaire ne peut légalement demander à un locataire de faire des réparations qu'il faisait autrefois lui-même. Il ne peut, que dans des circonstances très-exceptionnelles, renvoyer un locataire s'il continue à payer le loyer chargé le 3 août 1914. Le propriétaire ne peut exiger le paie-

ment d'argent pour clef. Si le locataire paie un bonus afin de retenir une maison il peut en faire la déduction de son premier paiement de loyer, et le propriétaire ne peut se rembourser.

"Les locataires qui croient que leurs propriétaires n'observent pas les provisions de l'Acte devraient consulter le Conseil des métiers local ou le secrétaire du Parti du travail."



PETITES NOTES.

Les américains sont maintenant dans les premières tranchées en France. La première capture par les allemands de quelques unes de nos sentinelles a été rapportée.

A l'avenir, à mesure que plus et plus d'américains sont sur la ligne du feu, nous devons être préparés à recevoir des nouvelles de nombreuses pertes. De même que nos Alliés nous perdrons des hommes.

Les pertes parmi les anglais approchent, actuellement, 25,000 hommes par mois, tués ou blessés, ou près de 1,000 par jour.

Nous n'approcherons pas ce chiffre de si tôt—au moins pas avant l'an prochain. Mais on rapporte que nous avons au-delà de 500,000 hommes en France aujourd'hui, et nous en envoyons d'autres tout le temps.

SEVENTH FRENCH

Quelqu'en soit le prix, nous ne devons reculer devant rien comme nation. Non seulement nous luttons pour la libération du monde, mais pour le libérer de la guerre. Le succès des armes alliées veut dire la démocratie universelle, ou, en d'autres mots, un gouvernement constitutionnel.

Nous sommes dans la lutte, et le plus unis nous serons comme peuple, le moins longtemps durera le combat et moins aurons-nous à dépenser en hommes et en argent; conséquemment, il y a double raison pour que le travail et le capital soient tous deux représentés sur tous les bureaux du gouvernement ayant quelque chose à faire avec les industries et les contrats de guerre, afin que les intérêts soient bien représentés et que ces mêmes intérêts soient persuadés à coopérer.

La coopération est sans doute le devoir patriotique de l'heure, mais ce devoir ne peut

avoir qu'un côté. Les hommes de capital sont pas tenus de faire tout l'argent, et les hommes de travail tous les sacrifices. Quand les travailleurs à gages sont demandés de faire l'ouvrage du gouvernement pour enrichir les contracteurs sous des conditions inférieures à celles dont ils jouissent quand ils font un travail privé, ce n'est pas juste.

Nous avons des milliers d'hommes riches qui se sont montrés bons comme l'or dans la crise actuelle. Quelques uns d'eux ont abandonné leurs affaires privées et ont donné leur services au gouvernement sans récompense, et nous en connaissons d'autres de plus petit calibre et d'idées plus étroites qui ne cherchent autre chomisme que des profits personnels et mûment opportunités de rendre le travail esclave. L'on peut sans doute s'attendre à la confusion de bien des manières en temps de guerre, mais il est malheureux que les capitalistes aux intentions droites et le travail syndiqué ne puissent trouver un moyen d'exclure les busards et de s'entendre cordialement pour la défense nationale et le succès de la nation.



FRANCE CONSERVES WORKERS.

WHILE certain American employers are urging the suspension of all labor legislation, the French government has made the following declaration, according to the children's bureau, United States Department of Labor:

"With the continuance of the war it becomes necessary not only to find the best possible disposition of the forces available for our war industries, but also to avoid every cause for exhaustion or weakening of the labor employed in our factories. There is a close relation between the conditions in which we place our workers and the improvement for the increase of our war products. For the sake of the national defense we must conserve all their physical strength for the workers who are responsible for the manufacture of arms and for the output of our factories."

France is now considering an education bill which would raise the standard of labor protection in war time by establishing a system of continuation schools and to require part-time school attendance during working hours of all working children under 17 years of age.

PATRIOTISM NOT SUBMISSION TO EXPLOITATION.

THE fact that the trade-union movement has emphatically announced its loyalty to the nation, and assured the government of its willingness to co-operate in every possible manner and to assist loyally and energetically in the nation's defense, must in no way be construed as a willingness on its part to be exploited.

The trade-union movement is well aware that there are numerous employers in this country, who, in the present situation, have in mind the reaping of enormous profits, coupled with the opportunity to hamstring labor organizations.

Labor in this country has before it the experience of the British workers, male and female, who under the urge for patriotic service, were dealt with inhumanly by many employers. So serious a scandal arose over the exploiting of labor and the effects of this upon the wage earners' efficiency, that the government appointed a Health of Munition Workers' Committee, to investigate conditions of labor and the standard of living established for the workers by the wages paid for their labor.

One sentence from their report well indicates the conditions which they found. The committee said: "We are bound to record our impression that the munition workers in general have been allowed to reach a state of reduced efficiency and lowered health which might have been avoided by reasonable precaution."

The trade-union movement would be disloyal to the country and faithless to its obligations to the workers, if it permitted unregulated hours of labor or rates of wages, which reduced the workers' standard of living or his physical or nervous strength. There is a limit to the amount of work which a man or woman can perform which is measured not only by the number of hours of employment, but the character of the work. Modern methods of production, the monotonous character of machine operations, coupled with the physical and nervous strain to keep pace with the machine, are more wearing and vitality consuming than former methods of production.

It is well established scientifically that seven or eight hours of employment under many modern methods of production creates more fatigue than working from sunrise to sunset under former methods. The strain of modern production also requires better food and more comfortable home surround-

ings. If the workers are to give the largest amount of assistance to the government they must neither be overworked nor underfed; if the cost of living continues to increase, their wages likewise must advance.

There is no question as to the trade-union movement's loyalty, neither must there be any question as to labor's determination to resist exploitation at the hands of those who see in the nation's necessity an opportunity to reap enormous profits and at the same time exploit labor.—Molders' Journal.

AMONG THE HILLS.

I live among the quiet hills,
The purple hills of song,
Where love is bound and ever found
To make the spirit strong.
My flowers are the wildwood rose,
The violets by the rills,
And evergreens that greet the morn
Along the ranging hills.

I live among the quiet hills,
The sun-kissed hills of song,
I sing God's praise through all the days—
It makes me wond'rous strong.
And when the sunset spreads its gems
Along the babbling rills,
I still rejoice for Love is near
Among the sun-kissed hills.

I live among the quiet hills,
The purple hills of song,
Where love and I 'neath starry skies
Are kept from all that's wrong.
The little cares that come each day,
Go singing with the rills,
And so I praise God for His gift—
The everlasting hills.

—Adelbert Clark.

THEY DIDN'T OBSERVE.

"NO," complained the Scotch professor to his students, "ye dinna use your faculties of observation. Ye dinna use them. For instance—" Picking up a jar of chemicals of vile odor, he stuck one finger into it and then one into his mouth. "Taste it, gentlemen!" he commanded, as he passed the vessel from student to student. After each one had licked his finger, and had felt rebellion through his whole soul, the old professor exclaimed triumphantly, "I tol ye so. Ye dinna use your faculties. For if ye had observed, ye would ha' seen that the finger I stuck into the jar was nae the finger I stuck into my mouth."—Windor Magazine.

LEGISLATING FOR THE ENEMY.

SUPPOSE the United States could legislate for its enemy during this war, or suppose American financiers could impose domestic policies affecting the people of the enemy countries. If the United States lawmakers and the United States financiers felt particularly cruel and vindictive, their legislation and their policies in such a case would be directed against the great body of the enemy people. They would try to make the enemy workers work such long hours and at such exhausting toil and with such little leisure that those workers would be inefficient either for working or for fighting. They would impose such conditions upon the women of the enemy country that those women could not be strong and capable mothers, that they could not give the care and attention to their children which would make the children the best citizens and that permanent injury to the enemy race would be done through the temporary injury to the mothers and fathers of the immediate generation.

Such a case is supposed in order to drive home the wrong and the absurdity of all the propositions that have been advanced by lawmakers and by moneyed interests of the United States to break down the safeguards of the efficiency and rightful happiness of American workers, men and women. If ever there was a time when such safeguards should be upheld and extended, it is naturally in a time of national peril and stress. England, for example, could possibly afford, so far as national existence was concerned, to adopt a devil-take-the-hindmost policy toward the great mass of the workers when the English national life was unassailed from outside. But instantly that England was assailed from the outside, she had to amend that careless and absolutely undemocratic policy and conserve the greatest possession of any nation, its men and women workers.

When American workers have been asked to "sacrifice" the degree of industrial rights which they have so far attained, they have been asked to sacrifice something which the nation itself could not spare. The labor unions, for instance, are trustees of the welfare and strength of the working men and women of this nation and of their children. They might as well be asked to sacrifice such economic conditions as conserve health and make honesty and virtue the order of the national life.

This ought to be so plain to everybody

that it seems that the superserviceable servants of big interests, in and out of the legislatures, who have so many times proposed breaking down these standards have simply gotten the habit. Apparently they have no other idea of self-assertion or of activity except to pluck something more from the men and women whose work supports them. There ought to be the shapest kind of scorn, on the part of workers with their hands and of all others who properly acknowledge their debt to manual workers, for these short-sighted enemies of their own countrymen.—Dante Barton.

 THE BONUS.

WE worked like blazes all the year,
 Made overtime galore.
 Each month his pay was sixty plunks—
 And not a penny more.
 The last week of the year came 'round,
 He got an awful thrill,
 When with his check he found enclosed
 A new ten-dollar bill.

His heart was filled with gladness,
 As he gazed upon the ten;
 They told him 'twas a bonus,
 And he softly said, Amen!
 Of all the extra hours he worked
 He never gave a thought;
 He seemed like one in paradise,
 Such happiness it brought.

This bonus proposition
 Is a very crafty way
 To discourage agitation
 For a real increase of pay.
 Too many fall for it just like
 A fish does for a worm,
 Then boast of how they're working
 For a philanthropic (?) firm.
 —Thomas H. West.

 SHOULD BE SHOT AT SUNRISE.

THERE should be no exploiting in this war by American speculators. President Wilson and his able cabinet have served notice that any attempt of contractors to coin undue profits out of this nation's dire needs are to be held to strict accountability. The very first contractor caught in an act of grafting should be shot without ceremony. The war grafter is of a lower order than an enemy spy, and no quarter should be shown him.

The type of human buzzards who preyed upon the government during the Civil War and the Spanish-American war are not extinct. They are just as greedy to make money out of spavined horses, embalmed meats, paper-soled shoes, rifles that burst and powder that doesn't explode.

The man who deliberately defrauds the people in times of peace is contemptible, but when this is done in war times by poisoning soldiers in the training camps and trenches with decayed food, causing them to suffer from shoddy clothes and face the enemy on the firing line with defective arms—here is a brand of traitor who should be shot at sunrise.

There is a food shortage all over the world. The staple foods for the white nations are bread, meat and potatoes. Other things are incidental. Upon these three depend the lives of the white people. Any movement to corner these necessities of life must be squelched in the beginning. The great mass of people are going to make sacrifices and there are to be many days of short rations in American homes.

A grafting carrion paying the death penalty will serve as the most salutary warning to others of this reprehensible tribe.—Denver Labor Bulletin.



HUMAN LIFE FIRST.

THE inefficiency of "efficiency" has proved both costly and brutal. Every system of the future must consider human life first. If human life is to be jeopardized by haste, don't hurry. If human life is to be sacrificed by speeding up efficiency, be less efficient. If the human body is to be maimed or destroyed in order to secure speed and power, get along with less power. This doctrine is not merely sentimental; it is more than a reflection of the woe and heartbreak that follow the cruel strokes of industry and traffic.

Human life is the only thing in the world that has any value; all other values are derived from serving this primary value. The asset of the average man, the only thing that stands between his family and perhaps future dependence on charity, is his earning power. Some plan which capitalizes his future earning power, his physical strength, must be incorporated in the efficient industrial system of the future.

An enormous vitality has been achieved in the earlier stages of life. A much larger percentage reach maturity through improved

methods of sanitation, but the human machine begins to go to pieces at fifty-five. It is the result of the heavy strain in the United States, a product of our modern life. It is the growth of the worst form of inefficiency, of an attempt to be efficient without properly counting the cost.

Think of the value of lives snuffed out at fifty-five! Just when these lives have reached their maturity of power, when knowledge has become wisdom, when judgment has become well balanced—fifteen years of the choicest part of their lives snuffed out!

A man should be at his best up to seventy. If a man disappears at fifty-five he is inefficient, no matter what he has done before that time—inefficient because he has thrown away the ripe fruit of all his life.

It's inefficiency, though the man and the system may call it efficiency.—Darwin P. Kingsley, President New York Life Insurance Company.



THE DISRUPTER.

SECESION from the organized labor movement or attempt to disrupt existing organizations mean to the wage earners the destruction of their one means of protection. Whatever the purpose of advocates of secession may be, their propaganda is fatal to the democratic organization of workers, fatal to the interests of the seceders, cowardly desertion of the general interests of all workers. If the cause for which seceders stand is just they would be willing to remain among their fellows and to work for the establishment of their ideals of justice.—Samuel Gompers.



NOT ACCORDING TO THE UNION SCALE

A BOOKSELLER purchased a stock of books out in one of the new towns in Oklahoma territory. Finding several sets of Charles Dickens' works in this stock he decided to make a special price on them, so he put all of them in the large show window, with the following sign in very large letters:

Charles Dickens Works All Week for Two Dollars.

A Kansas farmer, who had drifted down that way to try his luck for a farm given to the lucky ones by Uncle Sam, walked up to this window. Reading the sign, he said: "Now, that's what's the matter with this country; the idea of a man working all week for two dollars."

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

JOHN F. TOBIN, Chairman, Headquarters

MARY ANDEDRSON, Room 610, 166 West
Washington St., Chicago, Ill.

WARREN HATCH, 23 First Parish Bldg.,
Brockton, Mass.

C. E. JAMES, Federation Hall, St. Paul

FRED M. KNIGHT, 7 Cottage St.,
Haverhill, Mass.

Z. LESPERANCE, 1215 Rue St. Catherine E.,
Montreal, Que.

COLLIS LOVELY, 5129 Minerva Ave.,
St. Louis, Mo.

GAD MARTINDALE, 10 Elm St.,
Rochester, N. Y.

WILLIAM PROUT, 31 E. 12th St.,
Cincinnati, Ohio

EMMET T. WALLS, Box 409,
Brockton, Mass.

CHAS. L. BAINE, Secretary, Headquarters

GENERAL AUDITORS.

DANIEL HARRINGTON, 33 Winthrop St.,
Brockton, Mass.

B. H. DULLE, 1617 Hughes St.,
Cincinnati, Ohio

JOHN F. REARDON, Gillon Block,
Milford, Mass.

IN MEMORIAM.

Local No.	Name	Address
1	Charles N. Baxter,	Haverhill, Mass.
6	William F. E. Bond,	Haverhill, Mass.
19	Andrew F. Collins,	Framingham, Mass.
19	James McCarthy,	Framingham, Mass.
32	Giniano Pavlantonio,	Lynn, Mass.
74	Daniel Burns,	Brockton, Mass.
"0" 154	James Jordan,	Brockton, Mass.
244	John O. Mahoney,	Natick, Mass.
272	James T. Cahill,	Holyoke, Mass.
287	E. V. Butler,	Haverhill, Mass.
370	John H. Waite,	Brockton, Mass.
371	Edward Howley,	North Abington, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.

2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.

3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.

4. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.

5. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.

6. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.
2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.
3. The Financial Secretary will call the attention of the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.
4. The Sick Investigating Committee shall visit the claimant separately and report separately to the Executive Board using the blanks furnished for that purpose.
5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.
6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.
7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.
8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.
9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.
10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon books to the Local Financial Secretary.
11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.
12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.
13. Members claiming benefits and desiring to leave the jurisdiction of the local union, must first secure permission from the General Secretary-Treasurer.



DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General-Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINE,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO NOV. 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory

No

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.

- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.

An INDISTINCT IMPRESSION resembling our Union Stamp is likely to be a **COUNTERFEIT**.

Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the **UNION STAMP**.

- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.
- *18 Thompson Bros., Brockton, Mass.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco, Cal.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. *Elk Skin Shoes a Specialty.*
- 38 Bay Path Shoe Co., Brookfield, Mass.
- *39 Knipe Brothers, Inc., Ward Hill, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.

- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.
- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *73 Civilian Shoe Co., Ward Hill, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co., Holliston, Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kinsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.

- 94 Burt & Packard Co., Brockton, Mass.
 95 W. P. Whitman Shoe Co., Brockton.
 *97 Sears, Roebuck Shoe Factories (Factory No. 5), Holbrook, Mass.
 98 Walnut Shoe Co., Cincinnati, Ohio.
 *99 Marston & Tapley Co., Danvers, Mass.
 100 Stewart-Dawes Shoe Co., Los Angeles.
 102 Granger Shoe Co., Haverhill, Mass.
 *101 Regal Shoe Company, Whitman, Mass.
 *101 Regal Shoe Company, Milford, Mass.
 *105 John Meier Shoe Co., St. Louis, Mo.
 106 Stirling Shoe Co., Providence, R. I.
 *107 Regal Shoe Co., Toronto, Ont., Can.
 109 Moderna Shoe Co., Dallas, Texas.
 *111 Levi Shoe Co., Chicago, Ill.
 *112 Beals & Torrey Shoe Co., Milwaukee.
 *114 Ames Holden McCready, Ltd., Montreal, Que.
 *115 Belleville Shoe Co., Belleville, Ill.
 *116 Brennan Boot and Shoe Co., Natick, Mass.
 117 Pacific Shoe Co., San Francisco, Cal.
 *118 Alden, Walker & Wilde, East Weymouth, Mass.
 119 Reliance Shoe Co., Brockton, Mass.
 121 John Grant Shoe Co., Webster, Mass.
 127 John Smith Shoe Co., St. Louis, Mo.
 128 Banner Shoe Co., Montreal, Que.
 187 Central Shoe Co., Milford, Mass.
 *191 Royal Shoe Co., Randolph, Mass.
 193 H. O. W. Co., Chicago, Ill.
 194 Ackerman Shoe Co., Boston, Mass.
 195 Monroe Shoe Co., Rochester, N. Y.
 196 Summit Shoe Co., Brockton, Mass.
 197 The A.B.C. Shoe Co., New York City.
 198 The Locust Shoe Co., Haverhill, Mass.
 199 The James Shoe Co., Haverhill, Mass.
 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
 201 American Shoe Co., Boston, Mass.
 202 International Shoe Co., Montreal, Que.
 203 Standard Shoe Co., Brockton, Mass.
 204 F. C. Richmond Co., Brockton, Mass.
 205 I. T. Specialty Co., No. Stoughton, Mass.
 *206 C. S. Marston, Jr., Haverhill, Mass.
 *207 Gagnon Shoe Co., Webster, Wis.
 209 Milwaukee—Western Shoe Co., Milwaukee, Wis.
 *210 J. & T. Bell, Montreal, Que.
 *212 Kelly-Evans Co., Brockton, Mass.
 217 Apex Shoe Co., Montreal, Que.
 219 Domestic Shoe Co., Boston, Mass.
 *220 Nolan-Earl Shoe Co., Petaluma, Cal.
 221 Granite Rock Shoe Co., Buffalo, N. Y.
 223 Richmond Shoe Co., Boston, Mass.
 225 Lewis Shoe Co., Boston, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 129 The Scotsmith Co., Brockton, Mass.
 130 Fiske Shoe Co., Holbrook, Mass.
 134 Vermont Shoe Co., Brattleboro, Vt.
 138 Wauban Shoe Co., Haverhill, Mass.
 140 Pembroke Shoe Co., Boston, Mass.
 *141 Keith & Pratt, No. Middleboro, Mass.
 144 Weybosset Shoe Co., Providence, R. I.
 145 Bicycle Shoe Co., Brockton, Mass.
 *146 Rice & Hutchins, Inc., Rockland, Mass.
 147 Bradford Mfg. Co., Haverhill, Mass.
 *148 Feibrich—Fox—Hilker Shoe Co., Racine, Wis.
 149 Granite Shoe Co., Holliston, Mass.
 150 Brockton Shoe Co., Brockton, Mass.
 151 King Welt Shoe Co., New York, N. Y.
 *154 Palma Shoe Co., Waupun, Wis.
 155 Asa Herbert Shoe Co., Boston, Mass.
 157 Regent Shoe Co., No. Adams, Mass.
 *158 Condon Bros. & Co., Brockton, Mass.
 *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
 160 Cygolf Shoe Co., Brockton, Mass.
 161 Warwick Shoe Co., Natick, Mass.
 162 Spencer Shoe Co., Boston, Mass.
 *163 John G. Neubauer, San Francisco, Cal.
 164 Warsaw Shoe Co., Boston, Mass.
 165 Peter Arnold Shoe Co., Boston, Mass.
 *167 Sheldon Bros.' Shoe Co., Natick, Mass.
 168 Levy & Simon, Brooklyn, N. Y.
 *172 C. S. Marshall & Co., Brockton, Mass.
 176 Alpha Shoe Co., Brockton, Mass.
 177 Ellet Bros.' Shoe Mfg. Co., Kansas City, Mo.
 226 N. K. Junior Shoe Co., Jackson, Mis.
 227 Henrietta Shoe Co., Columbus, Ohio.
 229 Peerless Shoe Co., Boston, Mass.
 230 Bob Smart Shoe Co., San Antonio, Tex.
 231 Consolidated Shoe Co., East Weymouth, Mass.
 233 Wauchusett Shoe Co., Natick, Mass.
 234 Washington Shoe Co., Haverhill, Mass.
 235 Chancellor Shoe Co., Richmond, Va.
 236 Berkshire Shoe Co., Pittsfield, Mass.
 238 Globe Shoe Co., Syracuse, N. Y.
 239 Garfield Shoe Co., Chicago, Ill.
 240 Trueluck Shoe Co., St. Louis, Mo.
 241 Dexter Shoe Co., Minneapolis, Minn.
 *243 Eagle Shoe Co., Montreal, Que.
 245 Adams Shoe Co., Indianapolis, Ind.
 248 The Southern Shoe Co., Richmond, Va.
 251 Twentieth Century Shoe Co., Webster.
 254 Alliance Shoe Co., New York, N. Y.
 255 Perfecto Shoe Co., New York, N. Y.
 *256 H. H. Brown & Co., North Brookfield, Mass.
 257 Harry C. Brown, Boston, Mass.
 258 Quabaug Shoe Co., No. Brookfield, Mass.
 259 K. B. Shoe Co., Chicago, Ill.
 260 Globe Shoe Co., Portland, Ore.
 263 Raymond, Jones & Co., Boston, Mass.
 264 Crimson Shoe Co., Brockton, Mass.
 *265 F. M. Hoyt Shoe Co., Manchester, N. H.
 269 Orange Shoe Co., Haverhill, Mass.
 266 Adams Shoe Co., Haverhill, Mass.
 *272 North Lebanon Shoe Factory, Lebanon, Pa.

- 273 Whitney Boot and Shoe Mfg. Co., Cleveland, O.
- 274 The Pioneer Shoe House, New York.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Mooar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *296 E. E. Taylor Co., New Bedford, Mass.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.
- 357 Basic Shoe Co., Whitman, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *296 E. E. Taylor Co., Nashua, N. H.
- *296 E. E. Taylor Co., Brockton, Mass.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 319 New York Shoe Co., Brockton, Mass.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Allerton Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., New York, N. Y.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- *58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester.
- *68 Thompson & Crocker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Amés-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- 185 Cramer Shoe Mfg. Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- 209 Flower City Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Can.
- 233 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- 248 The Pickett Shoe Co., Boston, Mass.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston.
- *344 Rideau Shoe Co., Ltd., Massillonneuve, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Can.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *142 Connolly Shoe Co., Salem, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.

MEN'S SLIPPERS.

- *47 H. & W. Keshlonsky, New York, N. Y.
- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *56 Goodman & Goldstein, New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK
PATRONIZE UNION REPAIR SHOPS



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.

THE SHOE WORKERS' JOURNAL

**The Emblem of
Justice to the
Worker,
Success to the
Manufacturer,**



**Profit to the
Retailer,
and
Peace to the
Community**

CONTENTS

SPECIAL ARTICLES	Page
THE A. F. OF L. CONVENTION . . .	1
ADDRESS OF PRESIDENT WILSON . . .	6
 EDITORIALS	
PRESIDENT WILSON'S SPEECH . . .	10
WAR-SAVINGS STAMPS . . .	11
PURPOSE OF WAR SAVINGS PLAN . . .	15
CANADA'S VICTORY LOAN . . .	17
LABEL TRADES DEPARTMENT . . .	18
NEW YEAR RESOLUTIONS . . .	19
BRIEFS	20
 FRENCH DEPARTMENT	22
 AFFAIRS OF THE ORGANIZATION	
IN MEMORIAM	27
UNION STAMP RULES	27
DEATH BENEFITS	28
RULES GOVERNING SICK BENEFITS . . .	28
LIST OF STAMP FACTORIES	29

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Caution to Members

THE BENEFICIAL FEATURES OF OUR CONSTITUTION ARE INTENDED TO APPLY ONLY TO BONA FIDE CLAIMS. EACH MEMBER IS HEREBY WARNED THAT IF THE MEMBER KNOWINGLY PERMITS ANY FRAUDULENT CLAIM TO BE PAID WITHOUT ENTERING PROTEST AND CHARGES AGAINST THE GUILTY PARTY, THE MEMBER'S OWN INTEREST IS BEING SACRIFICED FOR THE BENEFIT OF THE SELFISH GREED OF THE CHEAT.

NOT ONLY IS THE LABEL AND ORGANIZING FUND AND STRIKE ASSISTANCE FUND IMPAIRED BY SUCH FRAUDS, BUT WHAT IS OF MORE CONSEQUENCE, TO THE EXTENT THAT SUCH FRAUDS ARE PERMITTED TO THAT EXTENT IS THE ENTIRE ORGANIZATION DIVERTED FROM ITS MISSION OF BENEFIT TO ALL, AND IT BECOMES A MEANS OF SELFISH GAIN TO AN UNWORTHY FEW AT THE EXPENSE OF THE MANY.

IT IS NOT DESIRED TO DEPRIVE ANY MEMBER OF JUST CLAIMS. IT IS NOT DESIRED TO PAY A SINGLE FRAUDULENT CLAIM.

THEREFORE, LET EACH AND EVERY MEMBER ASSUME THE VERY PROPER DUTY OF SEEING THAT EQUAL AND EXACT JUSTICE IS GIVEN TO ALL, UNIMPAIRED BY CONSIDERATIONS OF SENTIMENT OR FAVORITISM.

OFFICIAL MAGAZINE OF THE BOOT AND SHOE WORKERS' UNION

THE Shoe Workers' Journal

C. L. BAINE, EDITOR AND MANAGER

BOSTON, MASSACHUSETTS

THE A. F. OF L. CONVENTION

THE thirty-seventh annual convention of the American Federation of Labor met in Buffalo, New York, November 12th, 1917. The delegates and visitors marched to the hall in a body, each carrying an American flag and lead by a band of one hundred pieces, furnished by the Musicians' Union of Buffalo.

Immediately on calling the convention to order, President Gompers announced that by authority of the Executive Council he had invited the President of the United States to address the convention, that the President had accepted and was there present, and that he had the honor of introducing the President of the United States. The address of President Wilson will be printed in this issue in a separate article. At the conclusion of the address of President Wilson, he was tendered an arousing ovation, a beautiful shower of American Beauty roses being presented to President and Mrs. Wilson.

Mr. Stuart A. Hayward, President of the Buffalo Central Labor Council, welcomed the convention on behalf of organized labor of Buffalo and vicinity.

Governor Whitman of New York was introduced as New York's great governor and responded as follows:

"During the thirty-six years since the American Federation of Labor held its first convention in Terre Haute (thirty-six years of steady growth, consistent policy and aggressive management), there has been no more important convention of the Federation than the one that is being held here in the city of Buffalo. It is important for a number of reasons, and not the least of these reasons is that when the call-to-arms came and our country was forced into the awful war, the American Federation of Labor led

in the response that settled for all time any question as to the patriotism of the American working man.

"The convention is important above other conventions because in itself it is an evidence that though the world seems to be overwhelmed by a cataclysm that threatens to destroy civilization itself, American working men are still insistent that the great progress that democracy has made during the past one hundred years shall not, even temporarily, be checked or forgotten.

"The American Federation is one of the militant factors in the industrial progress of this country. It is one of the potent factors in the development of democracy. Its success spells the success of the labor movement. At a time when democracy is being called on to meet the shock of a thoroughly prepared, arrogant and unsparing autocracy, every militant factor in the democratic world must assume that the fight in which America is now involved is a fight in which it must be prepared to carry its full share of the burden. The fight that democracy may live is the fight of labor, for labor and democracy are one; they can not survive, the one without the other.

"The continuance of democracy is at stake, and on no body of men is the responsibility greater for the successful issue of that struggle than on the American working man. They are fighting for the working men of the world, for it is not on the battlefields alone that this war is being fought. It is being waged in the workshop, in the factory and on the farm, as truly as it is in the trenches. It is not only what the American working man does, it is not only the part that he contributes, but it is his attitude of mind and his faith that consti-

tute an important part in his world's struggle.

"We can feed the armies of our own country and of our allies, we can supply them with munitions—but it is through the American working man who by his faith in his country, by his belief in democracy, by his willingness to sacrifice for the ideals that have made this a free land, the land of opportunity, that we are to encourage the working men of other nations associated with us and throw down the gauntlet to those slave-driven peoples and military-ridden classes of Germany who have sneered at us as a people interested only in the dollar.

"If ever we had a right to claim to be leaders in democracy, surely we have that right now. As your distinguished President has stated, the United States is the first country in the world to authoritatively declare in national legislation that "The labor of a human being is not a commodity or an article of commerce." That sentence in the Clayton Act will rank among the great victories for the right, for though it comes with no roll of drums, the establishment of the principle was not achieved without its long list of casualties and a death roll that has extended back through the centuries.

It is a victory that comes in the world's most revolutionary epoch. In the readjustment that is to come after the war, there will be no principle more fundamental than that declaration: "The labor of a human being is not an article of commerce."

"The world is being made over, and in the remaking there is nothing surer than that the old principle of the John Stuart Mill's Ricardo School of Political Economy, the theory of *laissez faire*—"Each one for himself and the devil take the hindmost"—must finally pass away.

"During the years of the existence of the American Federation of Labor, we have seen the world change greatly in its theory as to what the relation of society to labor must be. It was about the time when the Federation was forming and was endeavoring to show the trades unions the value of co-operation and co-ordination, that the distinguished American writer, Mr. E. L. Godkin, practically declared that it was impossible to abolish poverty. What to the *laissez faire* School of Political Economy was considered an impossibility, is by the human thinker and statesman today considered a duty.

"But even when the slowly dying theories were still vigorously maintained by many, John Ruskin was formulating the doctrine

that the world had been slowly coming to accept, and that is: "There is no wealth, but life." And today, we have written on our statute books the statement that to our grandfathers would have seemed revolutionary in effect, that you can not treat as a material thing or as a commodity for barter or for sale the labor of a free human being.

"The world groans under the march of a barbaric autocrat with lustful designs on the civilization and democracy of the world. But in God-given contrast we are able to raise our standard in America of human labor set free—a challenge to all the reactionary and feudal ideas that Prussia and her minions represent.

"In the one hundred and forty years of the existence of this country, there has been but one steady march forward: First, with the quick abolition of all property qualifications for voting; then, with the establishment of a cheap press and practically the creation of a new check on government by aroused public opinion; the freeing of the slaves was the next great step in our democratic development; and finally, in the last forty years we have seen an industrial revolution that is slowly leading the world to realize that it is the human and not the material element that goes to make the wealth of nations.

"Yes, we have come to learn, since the days of Adam Smith, that the wealth of nations is not the fields, the factories, the monies or the marts—but the men and women, and above all, the children.

"It is less than one hundred years ago that children of six and seven years of age were practically sold to the factories of Birmingham. In that one hundred years we have seen the entire civilized world follow America's humanitarian lead in the protection of young workers. I pray God that we may ever lead. I trust that it will not be long before on the statute books of the State of New York we shall have law, as has been urged by the Industrial Commission, raising the age limit for young workers in special industries.

"As it has been for the thirty-six years of its existence, so let Progress be the watchword of the American Federation of Labor for all the great future.

"These are terrible times—but not the times when strong men falter. American working men have led the world in intelligence, in efficiency, in freedom, in power and in patriotism. They will fight the battle of the working men of the world because they are born leaders of human freedom and

THE A. F. OF L. CONVENTION.

human progress, and when they are honestly fighting for a just cause in the interest of labor, they are fighting, too, in the battles for civilization and for democracy."

It will be noticed that the war spirit was very much in evidence during the convention, not because organized labor believes in war, but because organized labor realizes that there is a war and that it must be fought out to a definite conclusion and to preserve the liberties of all free peoples.

The committee on credentials reported 429 delegates representing 99 national and international unions, 26 state branches, 83 central bodies, 46 local trade and federal labor unions, and five fraternal delegates.

The Executive Council reported that American labor had benefited by the experience of the European countries in dealing with war problems, and in the fact that some American industries had been engaged in producing war supplies for the European governments; also, that the American government had established a new period in the industrial world by sanctioning standards based upon principles of human welfare. There had come a greater and more genuine appreciation of the value of human labor and a larger recognition of the dignity of labor.

During the year, 559 charters were issued, including four international unions and 70 central bodies.

An interesting item of the report was that during the last twenty-two years 82 national and international organizations had been formed out of directly chartered local unions. This gives some idea of the work that has been done by the American Federation of Labor in building up the organized labor movement. In regard to the war, the Executive Council supported the action of President Wilson, citing the address of the President to the United States Congress, April 2, 1917, as a sufficient statement of the case. The Council also reported on a conference called in Washington attended by representatives of 79 affiliated organizations, five unaffiliated organizations, and five departments of the A. F. of L.

A report was also made upon the matter of war agreements and representation with reference to the construction of cantonments, showing that it was the intention of the government and the officers of the trade union movement that the government work in connection with the war should be done without conflict with union labor. Arrangements of a similar nature were made for the adjustment of wages, hours, and conditions of labor of shipbuilding plants, and it appeared that every reasonable effort had been

made to avert strikes on government work in connection with the war.

Nevertheless, at the time the convention met, a number of strikes were in existence, two in particular being of importance; namely, at the Arsenal at Watertown, Mass., and at the Fore River Shipbuilding plant, Quincy, Mass. These two strikes, it is understood, have since been brought to an end largely because of the appeal of President Wilson to the convention and because of the response of organized labor to his appeal.

The report of the Executive Council was very extensive and it is impossible to reproduce much of it in these columns. There was one item of extreme interest; namely, that relating to the formation of the American Alliance for Labor and Democracy, organized to oppose the so-called People's Council, which latter movement appeared to represent alien interests out of touch with American institutions. The formation of the American Alliance for Labor and Democracy was criticized by the extreme pacifist faction and this led up to one of the hottest debates of the convention. When it came to a vote, however, the action of President Gompers and of the Executive Council in this matter was sustained by an overwhelming vote.

In closing the debate President Gompers said: "I am not neutral in this war. Pacifist as I have been all my life, going as far as any man living to try to make that pacifism real, when I find that there is a marauder or a band of marauders about and I would not defend my wife and my children and my neighbor's children from the attacks of such a monster, I would not be a pacifist, I would be a poltroon and a coward. The President of the United States, a life-long pacifist; the Secretary of War, Mr. Baker, a life-long pacifist; the Secretary of the Navy, a life-long pacifist; the Secretary of Agriculture, the Secretary of Labor—I don't know of a militarist or an advocate of militarism that is in the cabinet of the President of the United States. And now they are fighting men, and I as a life-long pacifist publicly here declare that I am a fighting man and I will fight to help my country; the country of my adoption; the country to which I owe all that I am except birth; the country in which my sacred dead lie buried; the country in which those I love are; the country to which my hopes and aspirations go out, and I propose to do whatever I can to do a whole man's full duty in helping to make this the last war of the world. An immediate peace would simply mean that the imperial militaristic government of Ger-

many has won the war. She has conquered a part of France; she is the conqueror and invader of Belgium and Serbia; she has outranged as well as murdered innocent people, she has sent to an untimely grave thousands of innocent men, women and children without having the commonest attributes of humanity. When the people of Germany shall of their own volition throw over Kaiserism and establish at least some degree of freedom and democracy in that country and for themselves, unless Kaiserism surrenders to the democracies of the world, whatever energy there is left in me, every ounce of it is going to be laid at the feet of the men of America and the men of the allied countries to compel the crushing of Kaiserism and the establishment even of a democracy in Germany. There is so much in this subject that one can hardly deal with it comprehensively. At any rate I feel that I ought to have said what I have. During the entire convention I have sat here and listened to the discussions and the debate, and much as it would have been my desire to participate in many of them I refrained, but in this case, inasmuch as I was the object of attack, I felt it was due you that you should know of what I am guilty."

The vote on this cause was 21,602 votes, in favor of supporting President Gompers and the Executive Council, to 402 votes opposed.

One of the important acts of the convention was to adopt a report of the committee on resolutions reading in part as follows: "It has become apparent that the nation's resources must be called upon the utmost degree for the nation's protection and that a steadily increasing demand for the production of war materials must exist for some time, calling upon the greatest effort which the man-power and genius of our country can put forth.

"The burdens devolving upon the government's commissions and committees must continue to grow, their responsibility to increase, and their activities to become far more reaching.

"It is essential that if these government activities increase, there should be an adequate representation of members of the trade union movement to assist and advise and assume a full share of the duties and the responsibilities which devolve upon those who are to have the directing authority.

"This committee, therefore, recommends that the Executive Council be instructed to present to the President of the United States the urgent necessity for the appointment of additional representatives of the trade union

movement upon the existing commissions and committees and upon those which may be appointed in the future so that the trade union movement can give its fullest degree of co-operation to the government in the successful prosecution of the activities required to win the great cause in which we are now involved." Adopted by unanimous vote.

The addresses of the fraternal delegates from the British Trade Union Congress were very interesting, as were also the addresses of the other fraternal delegates. A novel feature was the presence in the convention of two officers of the French army—Major E. Requin, a member of the French General Staff, and Lieutenant Francois Monod, secretary of the French High Commission, now stationed in Washington. Each of these gentlemen addressed the convention, their remarks being very instructive as to the present military and industrial methods in France.

In the election of officers, President Gompers was elected by the secretary casting one ballot for the convention. Five delegates asked to be reported against the reelection of President Gompers. In accepting the position President Gompers expressed his appreciation of the trust reposed in him and continued in part as follows:

"In this great crucial time in the world's history, comparable with no other incident in the history of the human race, men must take their side; no man can be neutral in this world war. Our country has allied itself to the great nations contending against the imperial German government, and until the object of this war has been achieved no self-respecting, self-thinking, liberty-loving man can hope for peace until the purposes for which we have entered into the war have been accomplished. The nation of my adoption, the adoption voluntarily, has in due and proper form, as provided by the people of the United States, declared that the safeguarding of life and property shall be secured; that wholesale, premeditated murder shall not be committed, or if committed the offender shall be duly punished for his crime. And when, under the leadership and direction—the compulsion—of the Emperor of Germany, the imperial government of Germany has murdered innocent people deliberately and advertised it in the newspapers in advance; when this murder deliberately was repeated and then a pledge that this heinous crime would not again be repeated was given and the government of our country accepted that pledge, and then the announcement was given by the imperial Ger-

man government that they revoked that pledge and that they would proceed upon a larger scale in premeditated killing of innocent human beings, I haven't the slightest hesitancy in believing—it is the result of my best judgment—that the purpose was on the part of the German imperial government to drag the United States into the war for several reasons, two of which I shall give.

"First. That if the United States would be in the war, at the final peace meeting American representatives would be less insistent upon punishment of Germany than the other countries might be, and for the reason that, first, the large Teutonic population, native and by extraction, in the United States; second, because the Republic of the United States has been an idealistic and altruistic government and an unselfish government.

"The other reason which I believe the German imperial government counted upon was that, inasmuch as that government was militaristic and autocratic, it had the belief that a democracy was inefficient; that we could not fight and that we would not send our men over there; that we could not raise an army in any event and so we could inflict little if any injury or damage upon them. Whether my diagnosis of the situation is right or not, this fact: That the people of the United States, in Congress assembled, believed that it was sufficient cause to enter into that struggle to safeguard our Republic, to safeguard democracy. The question is now before the world for decision, and in that fight I am with those who are fighting for freedom and democracy."

The following vice-president were re-elected: James Duncan of the Granite Cutters' International Association, First Vice-President; James O'Connell of the International Association of Machinists, Second Vice-President; Joseph F. Valentine of the Molders' Union, Third Vice-President; John R. Alpine of the United Association of Plumbers and Steamfitters, Fourth Vice-President; H. B. Perham of the Railroad Telegraphers, Fifth Vice-President; Frank Duffy of the Carpenters, Sixth Vice-President; William Green of the United Mine Workers, Seventh Vice-President; William D. Mahon of the Amalgamated Street Railway Employees, Eighth Vice-President.

For the office of treasurer, John B. Lennon of the Journeymen Tailors, who has held the position for many years, was opposed by Daniel J. Tobin of the Teamsters. On ballot being taken, Daniel J. Tobin was elected, the vote being for Lennon 9102 votes; for

Tobin 13,478. Frank Morrison of the International Typographical Union was re-elected secretary.

Joseph Franklin of the Brotherhood of Boiler Makers and Iron Shipbuilders, and William J. Bowen of the Bricklayers, Masons and Plasterers, were elected delegates to the British Trades Union Congress. Stuart A. Hayward of the Buffalo Council was elected delegate to the Trades and Labor Congress of Canada.

St. Paul, Minn., was selected as the place of meeting of the 1918 convention of the American Federation of Labor, which, by a change in the law, will meet hereafter in the month of June.

The membership of the American Federation of Labor shows a net gain of something over 250,000 members for the year.



A CHANGE OF PLAN.

H E'D read all the dope on attending to work.

And toiling to suit your employer;
He knew that to loaf or to laze or to shirk
Was quite an ambition destroyer;
So he plunged into work with a zest and a vim

And he did more than double his share of it;
He needed a raise, for his wages were slim,
But he knew that the boss would take care of it.

For hadn't the books made this simple fact plain—

That people would recognize talent;
That if you would work with your might and main

The boss, with a manner most gallant,
Would give you a raise, tho' you said not a word,

To show you were worthy of credit;
So he toiled and he sweated but nothing occurred
And life didn't go as he read it.

The boss was aware of his merit, all right,
But he said, "Why the deuce should I raise him,
So long as he's willing to work day and night

For what his position now pays him?"
But, weary with waiting, the worker grew wise;

He said to himself, "Why, dod rot it!
These books on success are a bundle of lies!"—

So he struck for a raise—and he got it!

—Berton Braley.

ADDRESS OF PRESIDENT WILSON.

AT the recent convention of the American Federation of Labor at Buffalo, Woodrow Wilson, President of the United States, delivered the following address:

"Mr. President, Delegates of the American Federation of Labor, Ladies and Gentlemen:—I esteem it a great privilege and a real honor to be thus admitted to your public councils. When your Executive Committee paid me the compliment of inviting me here, I gladly accepted the invitation because it seems to me that this above all other times in our history is the time for common counsel, for the drawing together not only of the energies but of the minds of the nation, I thought that it was a welcome opportunity for disclosing to you some of the thoughts that have been gathering in my mind during the last momentous months.

"I am introduced to you as the President of the United States, and yet I would be pleased if you would put the thought of the office into the background and regard me as one of your fellow-citizens who has come here to speak, not the words of authority, but the words of counsel, the words which men should speak to one another who wish to be frank in a moment more critical perhaps than the history of the world has ever yet known, a moment when it is every man's duty to forget himself, to forget his own interests, to fill himself with the nobility of a great national and world conception and act upon a new platform elevated above the ordinary affairs of life and lifted to where men have views of the long destiny of mankind. I think that in order to realize just what this moment of counsel is it is very desirable that we should remind ourselves just how this war came about and just what it is for. You can explain most wars very simply, but the explanation of this is not so simple. Its roots run deep into all the obscure soils of history, and in my view this is the last decisive issue between the old principles of power and the new principles of freedom.

"The war was started by Germany. Her authorities deny that they started it, but I am willing to let the statement I have just made await the verdict of history. And the thing that needs to be explained is why Germany started the war. Remember what the position of Germany in the world was—as enviable a position as any nation has

ever occupied. The whole world stood at admiration of her wonderful intellectual and material achievements. All the intellectual men of the world went to school to her. As as a university man I have been surrounded by men trained in Germany, men who had resorted to Germany because nowhere else could they get such thorough and searching training, particularly in the principles of science and the principles that underly modern material achievement. Her men of science had made her industries perhaps the most competent industries of the world, and the label 'Made in Germany' was a guarantee of good workmanship and of sound material. She had access to all the markets of the world, and every other nation who traded in those markets feared Germany because of her effective and almost irresistible competition. She had 'a place in the sun.'

"Why was she not satisfied? What more did she want? There was nothing in the world of peace that she did not already have and have in abundance. We boast of the extraordinary pace of American advancement. We show with pride the statistics of the increase of our industries and of the population of our cities. Well, those statistics did not match the recent statistics of Germany. Her old cities took on youth, grew faster than any American cities ever grew. Her old industries opened their eyes and saw a new world and went out for its conquest. And yet the authorities of Germany were not satisfied. You have one part of the answer to the question why she was not satisfied in her methods of competition. There is no important industry in Germany upon which the Government has not laid its hands, to direct it and when necessity arose control it; and you have only to ask any man whom you meet who is familiar with the conditions that prevailed before the war in the matter of national competition to find out the methods of competition which the German manufacturers and exporters used under the patronage and support of the government of Germany. You will find that they were the same sorts of competition that we have tried to prevent by law within our own borders. If they could not sell their goods cheaper than we could sell ours at a profit to themselves, they could get a subsidy from the Government which made it possible to sell them cheaper anyhow, and

the conditions of competition were thus controlled in large measure by the German government itself.

"But that did not satisfy the German government. All the while there was lying behind its thought in its dreams of the future a political control which would enable it in the long run to dominate the labor and the industry of the world. They were not content with success by superior achievement; they wanted success by authority. I suppose very few of you have thought much about the Berlin-to-Bagdad Railway. The Berlin-to-Bagdad Railway was constructed in order to run the threat of force down the flank of the industrial undertakings of half a dozen other countries; so that when a German competition came in it would not be resisted too far, because there was always the possibility of getting German armies into the heart of that country quicker than any other armies could be got there.

"Look at the map of Europe now! Germany is thrusting upon us again and again the discussion of peace talks about what? Talks about Belgium; talks about northern France; talks about Alsace-Lorraine. Well, those are deeply interesting subjects to us and to them, but they are not talking about the heart of the matter. Take the map and look at it. Germany has absolute control of Austria-Hungary, practical control of the Balkan states, control of Turkey, control of Asia Minor. I saw a map in which the whole thing was printed in appropriate black the other day, and the black stretched all the way from Hamburg to Bagdad—the bulk of German power inserted into the heart of the world. If she can keep that, she has kept all that her dreams contemplated when the war began. If she can keep that, her power can disturb the world as long as she keeps it, always provided, for I feel bound to put this proviso in—always provided the present influences that control the German government continue to control it. I believe that the spirit of freedom can get into the hearts of Germans and find as fine a welcome there as it can find in any other hearts, but the spirit of freedom does not suit the plans of the Pan-Germans. Power cannot be used with concentrated force against free peoples if it is used by free people.

"You know how many intimations came to us from one of the Central Powers that it is more anxious for peace than the chief Central Power, and you know that it means that the people in that Central Power know that if the war ends as it stands they will in effect themselves be vassals of Germany, notwithstanding that their populations are

compounded of all the peoples of that part of the world, and notwithstanding the fact that they do not wish in their pride and proper spirit of nationality to be so absorbed and dominated. Germany is determined that the political power of the world shall belong to her. There have been such ambitions before. They have been in part realized, but never before have those ambitions been based upon so exact and precise and scientific a plan of domination.

"May I not say that it is amazing to me that any group of persons should be so ill-informed as to suppose, as some groups in Russia apparently suppose, that any reforms planned in the interest of the people can live in the presence of a Germany powerful enough to undermine or overthrow them by intrigue or force? Any body of free men that compounds with the present German Government is compounding for its own destruction. But that is not the whole of the story. Any man in America or anywhere else that supposes that the free industry and enterprise of the world can continue if the Pan-German plan is achieved and German power fastened upon the world is as fatuous as the dreamers in Russia. What I am opposed to is not the feeling of the pacifists but their stupidity. My heart is with them but my mind has a contempt for them. I want peace, but I know how to get it and they do not.

"You will notice that I sent a friend of mine, Colonel House, to Europe, who is as great a lover of peace as any man in the world, but I didn't send him on a peace mission yet. I sent him to take part in a conference as to how the war was to be won, and he knows, as I know, that that is the way to get peace if you want it for more than a few minutes.

"All of this is a preface to the conference that I have referred to with regard to what we are going to do. If we are true friends of freedom of our own or anybody else's, we will see that the power of this country and the productivity of this country is raised to its absolute maximum, and that absolutely nobody is allowed to stand in the way of it. When I say that nobody is allowed to stand in the way I do not mean that they shall be prevented by the power of the Government, but by the power of the American spirit. Our duty, if we are to do this great thing and show America to be what we believe her to be,—the greatest hope and energy of the world,—is to stand together night and day until the job is finished.

"While we are fighting for freedom, we must see among other things that labor is

free, and that means a number of interesting things. It means not only that we must do what we have declared our purpose to do, see that the conditions of labor are not rendered more onerous by the way, but also that we shall see to it that the instrumentalities by which the conditions of labor are improved are not blocked or checked. That we must do. That has been the matter about which I have taken pleasure in conferring from time to time with your President, Mr. Gompers; and if I may be permitted to do so, I want to express my admiration of his patriotic courage, his large vision, and his statesmanlike sense of what has to be done. I like to lay my mind alongside of a mind that knows how to pull in harness. The horses that kick over the traces will have to be put in corral.

"Now, to stand together means that nobody must interrupt the processes of our energy, if the interruption can possibly be avoided without the absolute invasion of freedom. To put it concretely, that means this: Nobody has a right to stop the processes of labor until all the methods of conciliation and settlement has been exhausted. And I might as well say right here that I am not talking to you alone. You sometimes stop the courses of labor, but there are others who do the same; and I believe that I am speaking from my own experience not only but from the experience of others when I say that you are reasonable in a larger number of cases than the capitalists. I am not saying these things to them personally yet, because I haven't had a chance, but they have to be said, not in any spirit of criticism, but in order to clear the atmosphere and come down to business. Everybody on both sides has got to transact business, and a settlement is never impossible when both sides want to do the square and right thing.

"Moreover, a settlement is always hard to avoid when the parties can be brought face to face. I can differ from a man much more radically when he is not in the room than I can when he is in the room, because then the awkward thing is he can come back at me and answer what I say. It is always dangerous for a man to have the floor entirely to himself. Therefore, we must insist in every instance that the parties come into each other's presence and there discuss the issues between them and not separately in places which have no communication with each other. I always like to remind myself of a delightful saying of an Englishman of the past generation, Charles Lamb. He stuttered a little bit, and once when he was with a group of friends he spoke very harshly

of some man who was not present. One of his friends said, 'Why, Charles, I didn't know that you know So and So.' 'O-o-oh,' he said, 'I-I d-d-don't; I-I can't h-h-hate a m-m-man I know.' There is a great deal of human nature, of very pleasant human nature, in the saying. It is hard to hate a man you know. I may admit, parenthetically, that there are some politicians whose methods I do not at all believe in but they are jolly good fellows, and if they only would not talk the wrong kind of politics I would love to be with them.

"So it is all along the line, in serious matters and things less serious. We are all of the same clay and spirit, and we can get together if we desire to get together. Therefore, my counsel to you is this: Let us show ourselves Americans by showing that we do not want to go off in separate camps or groups by ourselves, but that we want to co-operate with all other classes and all other groups in the common enterprise which is to release the spirits of the world from bondage. I would be willing to set that up as the final test of an American. That is the meaning of democracy. I have been very much distressed, my fellow citizens, by some of the things that have happened recently. The mob spirit is displaying itself here and there in this country. I have no sympathy with what some men are saying, but I have no sympathy with the men who take their punishment into their own hands, and I want to say to every man who does join such a mob that I do not recognize him as worthy of the free institutions of the United States. There are some organizations in this country whose object is anarchy and the destruction of law, but I would not meet their efforts by making myself partner in destroying the law. I despise and hate their purpose as much as any man, but I respect the ancient processes of justice, and I would be too proud not to see them done justice, however wrong they are.

"So I want to utter my earnest protest against any manifestation of the spirit of lawlessness anywhere or in any cause. Why, gentlemen, look what it means. We claim to be the greatest democratic people in the world, and democracy means first of all that we can govern ourselves. If our men have not self-control, then they are not capable of that great thing which we call democratic government. A man who takes the law into his own hands is not the right man to co-operate in any formation or development of law and institutions, and some of the processes by which the struggle between capital and labor is carried on are processes that

come very near to taking the law into your own hands. I do not mean for a moment to compare it with what I have just been speaking of, but I want you to see that they are mere gradations in this manifestation of the unwillingness to co-operate, and that the fundamental lesson of the whole situation is that we must not only take common counsel, but that we must yield to and obey common counsel. Not all of the instrumentalities for this are at hand. I am hopeful that in the very near future new instrumentalities may be organized by which we can see to it that various things that are now going on ought not to go on. There are various processes of the dilution of labor and the unnecessary substitution of labor and the bidding in distant markets and unfairly upsetting the whole competition of labor which ought not to go on; I mean now on the part of employers, and we must interject into this some instrumentality of co-operation by which the fair thing will be done all 'round. I am hopeful that some such instrumentalities may be devised, but whether they are or not, we must use those that we have and upon every occasion where it is necessary, have such an instrumentality originated upon that occasion.

"So, my fellow-citizens, the reason I came away from Washington is that I sometimes get lonely down there. There are so many people in Washington who know things that are not so, and there are so few people who know anything about what the people of the United States are thinking about. I have to come away and get reminded of the rest of the country. I have to come away and talk to men who are up against the real thing, and say to them, 'I am with you if you are with me.' And the only test of being with me is not to think about me personally at all, but merely to think of me as the expression for the time being of the power and dignity and hope of the United States."

BURIED ON SUSPICION.

"T is a rule to which most good lawyers adhere," observed a well-known attorney, "never to tell more than one knows. There was an incident in a western town where a lawyer carried the rule to the extreme.

"Counsel for one side objected to a person, whose name was on the court's register for some purpose or other, on the ground that he was dead. The counsel on the other side declined to accept the assurance and demanded conclusive testimony on

the point.

"Whereupon counsel for the other side arose and gave corroborative evidence as to the decease of the man in question.

"But, sir, how do you know the man's dead?" demanded the opposing counsel.

"Well," was the reply, 'I don't know. It's very difficult to prove.'

"As I suspected. You don't know whether he's dead or not."

"No. But I know this—they buried him about a month ago on suspicion!"—Topeka State Journal.

APPLIES TO UNCROWNED KINGS.

SOMEbody has exhumed an old Japanese prophecy which says: "When men fly like birds, ten kings will go to war against one another." It has happened, in a way; but if it had happened literally instead of under the very liberal interpretation the world has witnessed it would have been much better. For the ten kings went to war against each other in the most discreet manner imaginable—by sending out their subjects to do the fighting. If the kings who want to go to war would shoulder a gun and go out against each other, leaving the rest of humanity at home to go about its important business of peace, it would be very well indeed—especially would it be well if the kings destroyed each other like the Kilkenny cats, leaving the world kingless but at peace in human brotherhood.—Duluth (Minn.) Herald.

YANKEE-TRAINED ECHO.

AN American and a Highlander were walking one day on the top of a Scotch mountain, when the Scotchman, wishing to impress the boastful "cousin," produced a famous echo to be heard in that place. When the echo returned clearly after nearly four minutes the proud Scotchman turning to the Yankee exclaimed: "There, mon, ye canna' show anything like that in your own country."

To which the other replied: "I guess we can better that some, stranger. Why, when I go to bed I just lean out of the window and call out: 'Time to get up; wake up!' and eight hours afterward the echo comes back and wakes me."—Pittsburg Chronicle Telegraph.

: : : EDITORIAL : : :

THE SHOE WORKERS' JOURNAL ISSUED MONTHLY

Boot and Shoe Workers' Union, Publishers. Address all letters to the Editor and Manager.



CHARLES L. BAINE,
48 246 Summer Street,
Boston, Mass.

PRESIDENT WILSON'S SPEECH.

FOR the first time in the history of organized labor a president of the United States has left the Capitol at Washington and honored a labor convention by his presence. Organized labor is not given to fawning upon men in high position. It recognizes no titles of nobility, no aristocracy of birth, or pride of pomp and power, but, nevertheless, it cannot fail to appreciate the compliment paid to it when the official head of the nation comes to the convention of the American Federation of Labor and virtually says, "Come, let us reason together."

Undoubtedly this was the most supreme recognition of the labor movement that has ever been given. It bespeaks not only the democracy of the President that he did not consider it beneath his dignity as the chief magistrate of the nation to accept an invitation to address this labor convention, but it also testifies to his far-seeing statesmanship.

The President realized the importance of the co-operation of organized labor in marshaling the industries of the nation for the successful conduct of the war, and he journeyed to Buffalo to ask that all Americans may pull together until the war is won.

We commend the careful reading of the address of the President printed in full elsewhere in this issue, but in particular we commend the following:

"All of this is a preface to the conference that I have referred to with regard to what we are going to do. If we are true friends of freedom of our own or anybody else's, we will see that the power of this country and the productivity of this country is raised to

its absolute maximum, and that absolutely nobody is allowed to stand in the way of it. When I say that nobody is allowed to stand in the way I do not mean that they shall be prevented by the power of the Government, but by the power of the American spirit. Our duty, if we are to do this great thing and show America to be what we believe her to be,—the greatest hope and energy of the world,—is to stand together night and day until the job is finished.

"While we are fighting for freedom, we must see among other things that labor is free, and that means a number of interesting things. It means not only that we must do what we have declared our purpose to do, see that the conditions of labor are not rendered more onerous by the war, but also that we shall see to it that the instrumentalities by which the conditions of labor are improved are not blocked or checked. That we must do. That has been the matter about which I have taken pleasure in conferring from time to time with your President, Mr. Gompers; and if I may be permitted to do so, I want to express my admiration of his patriotic courage, his large vision, and his statesmanlike sense of what has to be done. I like to lay my mind alongside of a mind that knows how to pull in harness. The horses that kick over the traces will have to be put in corral.

"Now, to stand together means that nobody must interrupt the processes of our energy, if the interruption can possibly be avoided without the absolute invasion of freedom. To put it concretely, that means this: Nobody has a right to stop the processes of labor until all the methods of conciliation and settlement have been exhausted. And I might as well say right here that I am not talking to you alone. You sometimes stop the courses of labor, but there are others who do the same; and I believe that I am speaking from my own experience not only but from the experience of others when I say that you are reasonable in a larger number of cases than the capitalists. I am not saying these things to them personally yet, because I haven't had a chance, but they have to be said, not in any spirit of criticism, but in order to clear the atmosphere and come down to business. Everybody on both sides has now got to transact

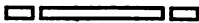
business, and a settlement is never impossible when both sides want to do the square and right thing."

And again where he says, "Let us show ourselves Americans by showing that we do not want to go off in separate camps or groups by ourselves, but that we want to co-operate with all other classes and all other groups in the common enterprise which is to release the spirits of the world from bondage. I would be willing to set that up as the final test of an American. That is the meaning of democracy. I have been very much distressed, my fellow-citizens, by some of the things that have happened recently. The mob spirit is displaying itself here and there in this country. I have no sympathy with what some men are saying, but I have no sympathy with the men who take their punishment into their own hands, and I want to say to every man who does join such a mob that I do not recognize him as worthy of the free institutions of the United States."

The speech of the President was a message of friendliness to labor as evidenced by his closing words: "I am with you if you are with me. The only test of being with me is not to think about me personally at all, but merely to think of me as the expression for the time being of the power and dignity and hope of the United States."

The address of the President made a powerful appeal to those present. Its friendliness, its logic, and its patriotism stirred deeply and caused the delegates there present to realize that organized labor must co-operate with the government in the successful prosecution of the war and that some way must be found to check strikes that would have the effect of impeding the war work of the government or of obstructing war industries.

On the other hand, it was clear that the government, itself, should co-operate with organized labor to the same end; and the visit of President Wilson to the convention at Buffalo, and his powerful message there delivered, is acknowledged to be a very long step toward reaching a solution of labor problems affecting the war.



WAR-SAVINGS STAMPS.

FOR the information of our readers we publish in full the circular issued by the Treasury Department, explaining in detail the particulars with reference to the war-savings stamps authorized by the United States government. We quote the circular as follows:

"In offering 'War-Savings Stamps' to the public the United States Government has made immediately available for every man, woman and child in the Country a profitable, simple and secure investment.

"What They Are. War-Savings Stamps are the answer of a great democracy to the demand for a democratic form of government security. They are 'little baby bonds.' Like Liberty Bonds, they have behind them the entire resources of the Government and people of the United States. They have the additional advantage that they steadily increase in value from the date of purchase until the date of maturity, and this increase is guaranteed by the Government.

"This obligation of the United States Government is issued in the forms of stamps, in two denominations, the 25-cent stamp and the \$5 stamp.

"For the convenience of investors a 'Thrift Card' is furnished to all purchasers of 25-cent stamps. This card has spaces for 16 stamps. When all the spaces have been filled the Thrift Card may be exchanged for a \$5 stamp at post offices, banks, or other authorized agencies by adding 12 cents in cash prior to February 1, 1918, and 1 cent additional each month thereafter.

"Those who prefer may buy a \$5 stamp outright. These will be on sale from December 1, 1917, until January 31, 1918, for \$4.12. They automatically increase in value a cent a month every month thereafter until January 1, 1923, when the United States will pay \$5 at any post office for each stamp.

"It is also important to note that War-Savings Stamps increase each month in cost as well as in value, so that it is decidedly to the interest of the public to buy early.

"When you purchase a \$5 stamp, you must attach it to an engraved folder known as a 'War-Savings Certificate,' which bears the name of the purchaser and can be cashed only by the person whose name appears upon the certificate, except in case of death or disability. This certificate contains 20 spaces. If these are all filled with War-Savings Stamps between December 1, 1917, and January 31, 1918, the cost to the purchaser will be \$82.40, and on January 1, 1923, the Government will pay the owner of the certificate—a net profit to the holder of \$17.60. This is based on an interest rate of 4% compounded quarterly. The amount of War-Savings Stamps sold to any one person at any one time shall not exceed \$100 and no person may hold such stamps to an aggregate amount exceeding \$1,000.

"If the 20 spaces on the War-Savings Certificate are not filled by January 1, 1919, the

stamps which are actually attached will draw interest at the same rate.

"If the holder of War-Savings Stamps desires to sell them before maturity, they may be redeemed at any post office, the holder receiving the price paid for the stamps plus 1 cent a month on each stamp.

"In other words, the plan is simple, straightforward, and certain. The holder of the certificates can not lose and is certain to gain. He is buying the safest security in the world in the most convenient form in which the security of a great Government has ever been offered to its people.

"Why You Should Buy Them. The main reason for the purchase of War-Savings Stamps is because your country is at War. Your Country needs every penny which every man, woman and child can save and lend, in order to feed, clothe, arm and equip the soldiers and sailors of America and to win this righteous war in defense of American honor and of the cause of democracy throughout the world.

"If we are to win the war, we must win it as a united people. The savings of every man, woman and child are necessary if we are to hasten the victorious ending of the war. War Savers are Life Savers.

"A single strand in the cables which uphold the great Brooklyn Suspension Bridge is not very strong, but thousands of these strands bound together uphold one of the great thoroughfares of the world.

"When our fathers and sons and brothers were called by our Country to take up arms in her defense, you did not hear an individual soldier refuse to serve because his service alone would not win the war. Each man was ready to do his part. The great army thus formed is going forward to face the fire of battle and to risk everything for the safety and security of our homes and our families, and for the very existence of our Country.

"These are the men for whom you are asked to save and lend your dollars.

"A Country worth fighting for is a Country worth saving for.

"To save money is to save life.

"Buy War-Savings Stamps at post offices, banks, trust companies, or other authorized agencies, and strike a blow for our Country."

The War-Savings Plan.

Q. What is the War-Savings Plan?

A. It is a plan by which you can lend small savings to your Government at 4 per cent interest, compounded quarterly.

Q. How may this be done?

A. By purchasing War-Savings Stamps and Thrift Stamps.

Q. What is a War-Savings Stamp?

A. It is a stamp for which the Government will pay you \$5 on January 1, 1923.

Q. What does it cost?

A. Between \$4.12 and \$4.23, depending upon the month in which purchased.

Q. What is a Thrift Stamp?

A. It is a stamp worth 25 cents, to be applied in payment for a War-Savings Stamp. It does not earn interest. The purpose of its issue is to enable people to accumulate in small sums the amount necessary to pay for a War-Savings Stamp.

Q. Where can I buy them?

A. At post offices, banks and authorized agencies.

Q. Why should I buy them?

A. Every dollar loaned to the Government helps to save the lives of our men at the front and to win the war.

War-Savings Stamps and Certificates.

Q. I want to begin to save on the War-Savings Plan. What is the first thing to do?

A. Take \$4.12 to the post office or a bank, or any other agent, buy a War-Savings Stamp, and ask for a War-Savings Certificate.

Q. What is a War-Savings Certificate.

A. It is a pocket-sized folder containing 20 spaces upon which to affix War-Savings Stamps.

Q. Is the War-Savings Certificate a Government obligation?

A. It becomes an obligation as soon as one or more War-Savings Stamps are affixed to it.

Q. Can I get a War-Savings Certificate without buying a Stamp?

A. No.

Q. Does the War-Savings Certificate cost anything?

A. No. The agent from whom you purchase the stamps will write your name and address on the certificate and will furnish you an envelope in which to keep it.

Q. What do I do after that?

A. Affix the War-Savings Stamp on your certificate in space No. 1 and take good care of it.

Q. What do I do next?

A. You have now become a war saver. Continue to buy War-Savings Stamps every week, month, or oftener, and put them on your certificate until you have filled all of the 20 spaces. When this is done you can buy another War-Savings Stamp, and you will receive free of cost another certificate

to which you can attach new stamps as you buy them.

Q. When I have filled the 20 spaces on my certificate what do I do with it?

A. Keep the certificate until January 1, 1923, and the Government will pay you \$100 for it.

Q. How many War-Savings Certificates can I fill?

A. Ten. The law allows each person to own \$1,000 worth of War-Savings Certificates.

Q. What is the largest quantity that I can purchase at any one time?

A. \$100 worth, or 20 stamps.

The Price of War-Savings Stamps.

Q. Does the price of a War-Savings Stamp always remain the same?

A. No. The price for each month appears on the face of each stamp. Never pay either more or less than the amount shown for the month in which you make the purchase. The price is \$4.12 in December, 1917, and January, 1918, and increases 1 cent each month until in December, 1918, when the price is \$4.23.

Q. What is the price of War-Savings Stamps for each month of 1918?

A. January, \$4.12; February, \$4.13; March, \$4.14; April, \$4.15; May, \$4.16; June, \$4.17; July, \$4.18; August, \$4.19; September, \$4.20; October, \$4.21; November, \$4.22; December, \$4.23.

Q. Why is the price higher each month?

A. Because the stamps are earning interest.

Thrift Stamps and Thrift Cards.

Q. If I do not have enough money saved up to buy a War-Savings Stamp and can only save in small amounts, what should I do?

A. Buy a 25-cent Thrift Stamp at a post office, bank or other authorized agency and ask for a Thrift Card, to which you can attach your Thrift Stamp.

Q. Is there any charge for a Thrift Card?

A. No. It is given you to hold Thrift Stamps and contains a place for your name and address.

Q. How many Thrift Stamps will this card hold?

A. Sixteen stamps, which represents a value of \$4.

Exchanging Thrift Cards for War-Savings Stamps.

Q. When I have filled the Thrift Card, what do I do?

A. Take it to a post office, bank or other authorized agency, surrender the card, pay

in cash the few cents difference between the \$4 worth of Thrift Stamps and the price of a War-Savings Stamp for the month in which the exchange is made.

Q. What do I do next?

A. You take the War-Savings Stamp given you in exchange for your Thrift Card, ask for a War-Savings Certificate, if you haven't one already, and attach the stamp to the certificate.

Q. Should I continue to buy Thrift Stamps?

A. Yes. Ask for a new Thrift Card and begin again.

Q. Do Thrift Stamps bear interest?

A. No.

Q. Then why are they issued?

A. To make it convenient for you to save in small amounts so that you can purchase a War-Savings Stamp which does pay interest.

Q. May I exchange Thrift Stamps for War-Savings Stamps at any time?

A. Yes; at any time on or before December 31, 1918.

Lending Your Money to the Government.

Q. What security is behind the War-Savings Stamp?

A. The United States Government promises to pay \$5 for each Stamp on January 1, 1923. This promise is backed by the faith and honor of the United States and by the taxing power of this country, which is the richest Nation in the world.

Q. Why does the United States borrow this money?

A. To pay the expenses of the war.

Q. When I lend my money to the Government, would it be safer to buy a government bond rather than these War-Savings Stamps?

A. When a War-Savings Stamp is attached to a War-Savings Certificate it becomes a government obligation with the same security as the Liberty Bonds, now held by more than 10,000,000 Americans.

Q. Is the 4 per cent interest, compounded quarterly, on War-Savings Certificates paid in the same way as the interest on Liberty Bonds?

A. No. The Liberty Bond interest is paid every six months, but the interest on the War-Savings Certificate accumulates and is paid to you in one sum, January 1, 1923.

Q. Why isn't the interest paid in the same manner on both War-Savings Certificates and Liberty Bonds?

A. It would be very complicated and expensive to pay interest every six months on \$5 stamps and for that reason the United

States Government retains the interest until January 1, 1923, at which time it pays you the compound interest and the principal, amounting to \$5, the face value of the War-Savings Stamp.

Q. Shall I sell Liberty Bonds to buy War-Savings Stamps?

A. No. The security of Liberty Bonds and War-Savings Certificates is the same. Keep your Liberty Bonds, and buy War-Savings Stamps also.

Q. Is the money received from War-Savings Stamps and Thrift Stamps used for the same purpose as the money received from Liberty Bonds?

A. Yes.

Q. Should I take money out of the savings bank to buy War-Savings Stamps?

A. No. You should save as much as you can every day and buy Thrift Stamps and War-Savings Stamps with these savings.

Q. How did Congress authorize these War-Savings Certificates?

A. By the War Credits Act, approved September 24, 1917.

Q. How large an amount of War-Savings Certificates can be issued under the present law?

A. \$2,000,000,000.

Transfer.

Q. Can I sell or transfer my War-Savings Certificate to anyone?

A. No. The certificate is not transferable and is of value to the owner only, except in case to death or disability.

Q. Can I give a loose War-Savings Stamp to anyone?

A. Yes.

Q. If I give a War-Savings Stamp or a Thrift Stamp to anyone, will it be of value to him?

A. It will, if he attached it to his War-Savings Certificate or Thrift Card.

Q. Should I sell my Thrift Card to anyone?

A. No. Your Thrift Card has your name on it and should be filled with sixteen 25-cent Thrift Stamps and exchanged at a post office, bank or other authorized agency for a War-Savings Stamp.

Registration.

Q. Should I register a War-Savings Certificate?

A. Yes, if you wish to secure payment in case the certificate is lost.

Q. Am I required to register it?

A. No. It is more convenient not to register it, because if you do not register it you can get your money back at any money-

order post office, in case you are in need of the money. If you do register it you can cash it only at the particular office where it is registered, and all subsequent stamps must be registered at the same place.

Q. Where can I register it?

A. At any post office of the first, second or third class, subject to such regulations as the Postmaster General may prescribe.

Q. When can I register?

A. At the time of purchase or any later time.

Q. Is there any charge for registration?

A. No.

Q. Can I register Thrift Stamps or my Thrift Card?

A. No.

Q. Can I register a War-Savings Stamp that is not attached to a War-Savings Certificate?

A. No.

Q. Can I register a War-Savings Certificate for anyone else?

A. No.

Q. Should a married woman use her own or her husband's name when registering?

A. Her own—Mrs. Mary Brown, not Mrs. John Brown.

Q. Suppose a married woman wished to surrender her War-Savings Certificate which was registered in her maiden name?

A. She should sign herself Mary Jones, now by marriage Mary Brown.

Q. If I have five War-Savings Stamps on my War-Savings Certificate and have it registered and I put one more stamp on, must I have it registered again to have protection on my sixth stamp?

A. Yes. If one stamp is registered, every stamp should be registered.

Loss.

Q. If I lose some loose Thrift Stamps, can I get my money back?

A. No. These stamps are of value to the bearer, just as postage stamps are.

Q. If I lose my Thrift Card, what can I do?

A. Be sure to put your name and address on the Thrift Card, so that if the finder drops it in any post office box without postage it will be returned to you.

Q. Is an unattached War-Savings Stamp of value to anyone who finds it?

A. Yes. For this reason you should attach it to your War-Savings Certificate at the time of purchase. You should write across the face of the stamp your name and the number of your certificate.

Q. If a registered War-Savings Certificate is lost or destroyed, what should I do?

A. If it is not returned to you within a reasonable time, report it to your Postmaster where you had certificate registered.

Q. How do I get my money back if my registered War-Savings Certificate is lost?

A. By applying at the post office where you registered it.

Payment at Maturity.

Q. Where does the United States Government pay the \$5 on January 1, 1923, for each War-Savings Stamp attached to a War-Savings Certificate?

A. At either the Treasury Department in Washington or at any money-order post office.

Q. Where is payment made if the certificate is registered?

A. At the post office where the certificate is registered.

Payment Before Maturity.

Q. If it is necessary before January 1, 1923, to have money for my War-Savings Certificate, how can I get it?

A. If it is not registered, take it to any money-order post office and it will be redeemed, as prescribed by the rules of the Post Office Department. If registered, take it to the post office where registered.

Q. What do I get in cash for each War-Savings Stamp attached to my War-Savings Certificate if I surrender it?

A. The amount is indicated on the table, which is printed on the back of each War-Savings Certificate.

Q. Can I surrender my Thrift Card for Cash?

A. No.

Q. If I must have money on my Thrift Card and Thrift Stamps, how can I obtain it?

A. By filling the Thrift Card and exchanging it for a War-Savings Stamp, which has a redeemable value.

Q. Is the post office the only place where I can surrender my War-Savings Certificate before its maturity and get my money back?

A. Yes.

Q. How much notice must I give the post office?

A. Ten days' notice.

Q. If I should find it necessary to surrender my War-Savings Certificate for cash, what rate of interest would I receive on my investment?

A. A little less than 3 per cent. The value of each stamp is shown in the following table:

Month	1918	1919	1920	1921	1922
January	\$ 4.12	\$4.24	\$4.36	\$4.48	\$4.60
February	4.13	4.25	4.37	4.49	4.61
March	4.14	4.26	4.38	4.50	4.62

April	4.15	4.27	4.39	4.51	4.63
May	4.16	4.28	4.40	4.52	4.64
June	4.17	4.29	4.41	4.53	4.65
July	4.18	4.30	4.42	4.54	4.66
August	4.19	4.31	4.43	4.55	4.67
September	4.20	4.32	4.44	4.56	4.68
October	4.21	4.33	4.45	4.57	4.69
November	4.22	4.34	4.46	4.58	4.70
December	4.23	4.35	4.47	4.59	4.71
Jan. 1, 1923....	.....	.....	.....	.....	5.00

Q. If I have registered a War-Savings Certificate in one city and I move to another, do I have to go back to the city where registered to get my money?

A. No. You can mail it if you establish your identity in accordance with the requirements of the Post Office Department.

Q. Can I write my name on a stamp to identify it?

A. Yes.

Information.

Q. How large is a Thrift Stamp?

A. It is slightly larger than a 2-cent postage stamp and green in color.

Q. What size is a Thrift Card?

A. Contains space for 16 Thrift Stamps and, when folded, fits the pocket. It is 4 by 8 inches.

Q. How large is a War-Savings Stamp?

A. It is about the size of four postage stamps and green in color.

Q. How large is a War-Savings Certificate?

A. It is a folder, size 4 by 8 inches, containing 20 spaces for War-Savings Stamps.

Q. Where can information be obtained regarding War-Savings Certificates and Thrift Stamps?

A. At post offices, banks or other agencies, or by addressing the Treasury Department, Washington, D. C.

PURPOSE OF WAR-SAVINGS PLAN.

THE main purpose of the war-savings plan is to make us stronger as a nation. We are confronted with the necessity of choosing between freedom and slavery. The German armies are facing the world, and if they should defeat the world, the German will can enslave the world.

Just what this slavery means can be imagined by the fate of hundreds of thousands of men and women of Belgium and of northern France who have been deported from their homes to work the will of their masters in Germany.

Authenticated reports tell us that these deportations have been accompanied by murder, mutilation, outrage of women, and all forms of brutality and bestiality, in many

cases encouraged and lead by the so-called high-born German officers.

Ugly reports reach us of breeding camps established in Germany where enemy women are concentrated for lustful German soldiers to repopulate Germany, and scientific Germany even now is reported to be considering the establishment of polygamy by law.

The war-savings plan is intended to make the American people and nation stronger in order to prevent the bare possibility of our communities, our men, and our womenkind being subjected to such horrible outrages. The national spirit is to be aroused in the national cause. It is not enough to wait until the invader, in full force, sets foot on our shores. We must prevent him from ever reaching here, and for that reason we must apply all our force to the successful conclusion of the war on European soil.

The war-savings plan means that every American, man, woman and child, rich and poor, must be enrolled in support of our homes and our liberties.

People of means have an opportunity to buy the Liberty Bonds, but even that does not comprise their full financial obligation. The war-savings plan means that every person, taking out a thrift card and a war-savings certificate, shall make a pledge to refrain from the purchase of non-essentials, so that neither the purchasing nor the producing power of the country shall be directed toward things that are not necessary. It means to organize the purchasing power of the whole people in behalf of the preservation of the nation; it means the spending of earnings in ways to preserve our liberties and even our existence; it means to turn what has formerly been waste into capital to fight the war and into interest-bearing investments for the humblest of wage earners and their families who will join in the war-savings plan.

As the mass of the people move more and more towards thrift and away from extravagance or waste, we approach nearer and nearer the point of financing the war from what was formerly wasted. This statement may sound preposterous to many wage earners of today in view of the high cost of the necessities of life, but if we stop to analyze, we will find that, with very few exceptions, we do waste money in some form or other, and many of us waste a great deal; that is to say, we spend money for things that are not only not necessary but, in many cases, harmful and positively injurious.

One of the great objects of the war-savings campaign is to promote patriotism by organizing all individual units into one solid

mass of Americanism. By saving together, investing together, and fighting together, we shall qualify ourselves to win together.

The war-savings campaign is to appeal to people of all ranks. As stated in one of our noted weekly publications, "millions of patriotic Americans born and bred on the soil of freedom are now to have a chance to express their love of their country and their purpose to keep it safe and free.

"Millions of patriotic citizens who have come here to enjoy American liberty and opportunity under the Stars and Stripes are now to have a chance to express their loyal, loving devotion to the land which in a new and broader sense has become their fatherland—the land which gives them the blessings of its free institutions and opportunities and the protection of its flag.

"Millions of boys and girls who, with many a salute, have pledged allegiance to the flag and to the Republic for which it stands, are now to have the pride and pleasure of rendering that allegiance in a real service which shall help their country to win this great war.

"The call is to men of many races, but now all of one great nation, men who feel their hearts beat quicker when they speak of America as 'my country,' men who salute the star-spangled banner with pride as their own flag. The call is to you; go at once, today, to your nearest post office or bank, or wherever the new war-savings stamps are on sale, and buy all you can; then save and buy more tomorrow and the next day, and every day, and so help to defend the flag and the liberties you love and to send the same liberties into the lands across the sea.

"The call is to every American, whether he has sprung from the free soil of America or has been transplanted from other soil to flourish here. Now is the time to dedicate heart and soul and body, to the great cause for which America is fighting. Lose not a moment in beginning the collection of war-savings stamps; add to the amount every day of the year. Nothing short of your very best now and all the time will be enough.

"But already I have done my best," do you say? Have you? When you can write in the record of every day these three things: I have sacrificed for America; I have saved for America; I have served America, then, only, will you have done your real part; then, only, will your heart thrill with true patriotism, and you can feel that your country has not depended on you in vain. Today is the day to buy a war-savings certificate. Every day which follows must see some savings applied to the purchase of war-

savings stamps, and not one man, woman, boy or girl must neglect this duty and privilege."

CANADA'S VICTORY LOAN.

THE Dominion of Canada is just floating a Victory Loan of \$150,000,000. This is the fourth loan floated by the Dominion for the purposes of the present war. The rate of interest on this loan is $5\frac{1}{2}$ per cent.

In recognition of the fact that this union has many members in the Dominion of Canada, we have made an investment of \$10,000 of our union funds in the present Canadian Victory Loan.

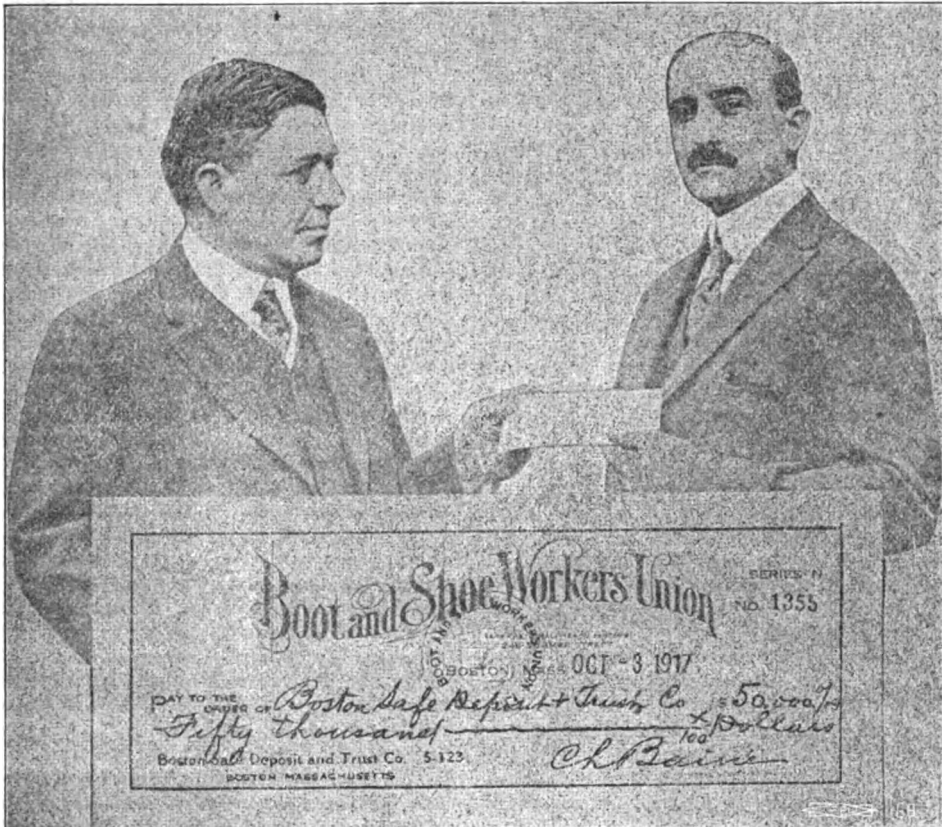
It will be remembered that in the first Liberty Loan of the United States, floated last June, we subscribed \$10,000. It will also be remembered that at our Philadelphia con-

vention last June our general board was authorized to invest \$50,000 in the second Liberty Loan of the United States.

This latter subscription has been made, and the cut published herewith shows Edward F. McGrady, president of the Boston Central Labor Union, receiving the \$50,000 check from General Secretary-Treasurer Baine.

This makes \$70,000 our union has invested in War Loans, and no doubt we have a right to feel proud of the fact that our union is in the position to subscribe such an amount of money for such patriotic purposes.

But while we feel proud of our union, let us not forget that the amount subscribed is only a very small average sum per member—and that the war is not to be financed and won on any such basis, but that as individuals we have got to do very much more.

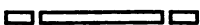


Edward F. McGrady, President of Boston Central Labor Union, Receiving from General Secretary-Treasurer Baine Check for \$50,000 for Boot and Shoe Workers' Subscription to United States Second Liberty Loan for 1917.

In the war-savings plan, described in other articles, the sum of \$2,000,000,000 has been allotted to be raised in one year from the sale of war-savings stamps. This amounts to \$20 per head for every man, woman and child in the country, and this entirely aside from the issues of Liberty Bonds that are expected to come at frequent and regular intervals while the war lasts.

No doubt there will be many individuals and families who cannot meet this \$20 per head average of savings, but all can try and many will exceed it.

We must all do the best we can. The war is becoming a grim reality. Our men are being killed on the other side, and we must soon have a larger list of casualties. We have nearly 2,000,000 men under arms and more to follow. They are our men and we must support them.



LABEL TRADES DEPARTMENT.

A CONVENTION of the Union Label Trades Department was held at Buffalo, November 8th and 9th, preceding the convention of the American Federation of Labor.

The report of J. W. Hays, president of the Department, contained much of interest from which the following quotations are made:

"The object for which the Department is organized is the advancement of the distribution and sale of union label goods of all classes, and the particular method we must use to bring about this object is not of especial moment to any of us so much as is the success of that method. Generally speaking, we would determine that publicity would be the thing upon which we could depend for the success which we desire, but investigation shows that there are other angles that must be taken up and handled by the officers of the Department, many of which would at first glance seem to be entirely foreign to the work of the Department. While we can safely say that enough of the right kind of publicity would create a demand for union label goods, and that were this demand made sufficiently strong, and did all the people who made requests for union label goods refuse to accept any goods other than those which bear the union label, that eventually the retailer on whom these requests or demands were made would find a way and a place in which to secure these goods. Further investigation seems to indicate that the Department must adopt some method to provide for the distribution of union label goods in order to enhance its

opportunity to sooner secure the exclusive handling of goods of this class.

"Just a small amount of investigation will show to any one that almost if not entirely without exception retailers who handle union label goods keep such goods out of sight and on the back shelves in their stores, and never show them to customers, or indicate to customers that they have them on hand, unless the customer demands that they be shown. This custom invariably prevents the sale of any goods bearing the union label except to people who are interested in the label and especially demand these commodities. It should be a part of the work of the members of this Department to change this condition and bring about one wherein union label goods will be shown upon the counters and in the show cases the same as are goods not bearing the label. When this condition is brought about, then will naturally follow the advertisement of union label goods by retailers and department stores the same as other goods are now advertised.

"Too many members of labor organizations do not seem to realize that in the expenditure of the money which they earn under union conditions they may easily and unthinkingly assist in maintaining non-union conditions in other industries. It should not be hard for one to realize that in order to reap the full benefit of organization, each industry must be protected through the organization of other industries, and that to assist in any way in preventing organization of other industries, or in allowing non-union conditions to continue in other industries, is but assisting in keeping down the conditions desired in one's own industry. The manufacturer who runs a non-union shop or factory is no more responsible for the unfavorable conditions or low wages that may exist in that factory than are the people who purchase the goods that are manufactured by him. The bargain seeker who looks about for the opportunity to purchase goods for a low figure is, in all cases, looking about for a place where goods made by non-union labor are handled.

"There is an old business axiom which says that a poor article well advertised will sell better than a good article that is given no publicity. From this we learn that no matter how good or valuable an article you may have it will receive no patronage unless properly advertised. This is as true of a union label, union shop card or button as it is of an article of merchandise. You may sit in this hall and talk to each other about the great benefits that may be derived from the use of your union's label, but unless you

go out and let the general public know of its value it will have no value. To give value to union labels, shop cards or buttons continuous and persistent publicity must be carried on. You must constantly keep calling to the attention of the people who use the particular kind of goods you produce the advantage of purchasing only goods bearing the union label. You should at all times impress upon them that these goods are superior in quality and made under more sanitary conditions than those without the label. It is this persistent advertising of the label that counts and brings results in the shape of better conditions and increased pay. The same thing applies to the union shop card or union button. In an effective manner let the public know that the best mechanics' work and the best service is given where the shop card appears or the button is worn.

"Naturally the Union Label Trades Department cannot carry on the publicity work necessary to promote the interests of all unions having union labels, shop cards or buttons. What is good advertising matter for the label of one would be ineffective if used for the label of some other union. Each organization must determine for itself the character of publicity that will bring it best results. Money spent in label advertising is money well invested if the advertising campaign is kept up. It will pay to your members better interest than can be obtained for the same sum invested in any other way. This can be illustrated in no better way than to call attention to the union labels, shop cards and buttons now in use. A slight investigation will show you that those unions that have been most liberal in their expenditures along these lines are the ones that are now reaping the greatest benefits. So I say to each of you, put forth more and more of your efforts in educating your members to the great possibilities for successful results from union label publicity. Keep everlastingly at it and victory is assured."

The Department has been handicapped during the past year by the absence of a secretary-treasurer due to the death of the late Thomas F. Tracy. This position has now been filled by the election of John J. Manning of the Garment Workers. The convention closed with an address by President Gompers congratulating the Department upon its achievements and wishing the greatest measure of success in making the union label the outward evidence of unionism so that we may have a new spirit, a new thought, and new lives.

NEW YEAR RESOLUTIONS.

WE are approaching the new year under circumstances wholly different from any that have previously existed within the span of our lives. The world-wide war has entered upon a new phase. One year ago the war had touched the hearts and the homes of our Canadian members. Today, it embraces our members in the United States. And America is preparing to send millions of men and to spend many billions of dollars so that, to paraphrase the immortal Lincoln, "governments of the people, by the people, and for the people shall not perish from the earth."

It is fitting and proper that in the approaching new year season resolutions shall be made that are appropriate to the times, and that such resolutions shall not be regarded lightly nor disregarded when made.

We of the trade union movement have much to consider, for upon us falls a large share of the burden.

We must furnish our full quota of men for the front, and we should resolve that if called upon for such service we will render the full measure of patriotic sacrifice with courage and with honor.

Those of us who remain at home should resolve to give the highest measure of support to those at the front. We have to keep them supplied with clothing, shoes, arms and munitions, machinery and supplies of all kinds. Should we fail in our work here, we must cause them to lose there, and their lives and their blood would be on our hands.

But the duty of supporting the men at the front is not wholly ours, and while we are willing to assume our share and do our part, we must resolve that the employers shall not be permitted to shirk their duty nor to perform it wholly at our expense. We must resolve to insist that the employing interests shall do something more than make money out of the war; that their service shall not be entirely lip service, and that they shall not be permitted to use the war and the necessities of the government as a means of tearing down the structure of organized labor, or the benefits, rights, or liberties that the wage earners have established in generations of effort.

We must resolve to support the government—our government—and we must ask our government to support us, and to take every reasonable precaution to see that the agencies and the power of the government are not lined up with large employing interests for the oppression of labor.

In many of the complicated situations that

may arise while we are striving to serve the government and the country and, at the same time, endeavoring to protect our rights and our labor from the encroachment of domestic enemies, let us be slow on our part to cause any stoppage of work, first making sure that there is no doubt about the correctness and justness of our position.

Let us resolve that all contracts that we have made shall be lived up to religiously, and let us treat any who would repudiate our signed agreements as enemies to our cause.

The exigencies of the war will bring about changes in industry. Some of the industries producing luxuries will necessarily be curtailed to make room for larger production of war necessities. In these instances we must have patience in order that such necessary changes may come about with the least friction or confusion. As the production of shoes is undoubtedly a necessary industry, our members may not be called upon directly to suffer any inconvenience along this line, but they will be witness to changes in other industries, which will, perhaps, arouse their sympathies.

In any event we can all resolve to look upon all such matters from a broad-minded and patriotic viewpoint, endeavoring to come as near that standpoint as our human nature will permit.

We must resolve to support the government financially through war-savings and the purchase of war-savings stamps, encouraging the habits of thrift among ourselves and our families to this end. If we resolve to eliminate every useless or injurious expenditure, we shall find ourselves, after the war, stronger than ever before.

We must resolve to support our unions as never before. In these war times with industrial changes and new conditions confronting us from day to day we, the wage earners, need our unions more than ever, and we should resolve to preserve them intact so that they, too, may come out of the war stronger than ever before, prepared to assert themselves in the conditions of peace so as to insure humanity against a repetition of war.

We must resolve to support our union labels more than ever before. Strange as it may appear, it is probable that during these war times whole-souled work in the interest of the union label will be more effective than ever before, if for no other reason than the general shortage of goods due to an absorption of labor in war industries. If the wage earners insist that dealers shall carry union stamp or union label goods, dealers must do so, and will not be able to afford the

luxury of carrying both kinds, because the scarcity of goods will not permit.

We have every reason, therefore, to know that the resolution to buy union label goods, to agitate for union label goods, and to support union labels of all trades throughout the coming year will be extremely fruitful of benefits to the union cause and to the wage earners and their families therein represented.



BRIEFS.

In this Christmas season do not forget that the best and most practical present consists of War-Savings Stamps.

Christmas presents are very often ornamental, useless and of little intrinsic value. To spend money for them is to throw money away; but when a War-Savings Stamp is bought, the value remains, while the money is used by the country to support the war.

Stores that sell non-essentials are bound to suffer. Non-essential industries will either be changed gradually or radically. The nation must have the labor necessary to supply its war needs. Toys and gewgaws must give way to grim necessities.

There has been much discussion of the drafting of aliens for military service. Comment is being made upon the fact that alien wage earners are disposed to reap all the advantages offered by American industries and to avoid military service in defense of these same industries. It is now reported that arrangements have been by treaty with the allied countries of Europe so that citizens of those countries, residing in the United States, will be obliged to do military service either for the United States or for the country of their citizenship.

Speaking of alien wage earners reminds us that it very often happens that labor disturbances are caused by the foreign element. There have been some recent instances within our own organization where certain alien elements have violated the provision of our arbitration contract and our constitution. We have no doubt that the same is true in other industries, and to a much greater extent than in ours.

The United States Government will take a long step in the direction of pacifying industrial unrest if it will find a means of instilling into alien resident wage earners a greater respect for the American flag, American laws and American institutions.

The Executive Council of the American Federation of Labor declared for a larger representation of trade unionists on existing commissions and committees co-operating with the government in the conduct of the war and on any future commissions and committees that might later be created. The A. F. of L. convention endorsed this position by unanimous vote, and it is understood that President Wilson appreciates the importance of such representation being given.

Suggested resolution for the New Year for wage earners: Resolved, That during the New Year I will support my country as never before; I will support my union as never before; I will support all union labels as never before, and I will be a better man and a better citizen than ever before.

MAN AND SLAVERY.

THE history of man is simply the history of slavery, of injustice and brutality, together with the dead and desolate years, slowly and painfully advanced.

Slavery includes all other crimes. It is the point product of the kidnapper, the private thief, murderer and hypocrite. It degrades labor and corrupts leisure.

With the idea that labor is the basis of progress goes the truth that labor must be free. The laborer must be a free man.

I would like to see this world at last so that a man could die and not feel that he had left his wife and children the prey to the greed, the avvarice or the cruelty of mankind.

There is something wrong in a government where honesty wears a rag and rascality a robe; when the loving, the tender, eat a crust, while the infamous sit at banquets.

Whoever produces anything at weary labor does not need a revelation from heaven to teach him that he has a right to the thing produced.

In most of the nations of our day the idlers and non-producers are either beggars or aristocrats, paupers or princess, and the great middle laboring class supports both.

Rags and robes have a liking for each other. Beggars and kings are in accord; they are parasites, living on the same blood, stealing the same labor—one by beggary, the other by force.

We must get rid of the idea that a little learning unfits one for work. There is no real conflict between Latin and Labor.

You have no idea how many men are spoiled by what is called education. For the most part, colleges are places where pebbles are polished and diamonds are dimmed. Every child should be taught that the useful are honorable and that they who live on the labor of others are the enemies of society.

The object of all education should be to increase the usefulness of man—usefulness to himself and others.

To live on the labor of others, either by force which enslaves, or by cunning which robs, or by borrowing or begging, is wholly dishonorable.

Every man should be taught some useful art. His hands should be educated as well as his head. He should be taught to deal with things as they are—with life as it is.

Labor is the only prayer that nature answers—good, honest, noble work.—Ingersoll.

THE Toller speaks—

"I will give my hands—my hands

Knotted with strain and toil,

Torn with labor of all the lands,

But you—will you give your spoil?"

The Student speaks—

"I will give my brain and my soul,

I will not wince at pain;

I will pay to the full the toll,

And you—will you give your gain?"

The Clerk speaks—

"I will give my life—nay breath,

Oh, God, I have no more;

I will laugh at a grisly death,

But you—will you give your store?"

The Poet speaks—

"I will give my dreams and my songs,

I will write with the sword;

I will challenge kings for these wrongs,

And you—will you give your hoard?"

The Young Man speaks—

"I will give my youth—this youth,

The glad, full flush of health;

I will kindle the torch of truth;

But you—will you give your wealth?"

The Mother speaks—

"I will give my sons—these sons,

All—all that I hold;

I will give my flesh for the guns,

And you—will you give your gold?"

: FRENCH DEPARTMENT :

LE trente-septième congrès annuel de la Fédération Américaine du travail s'est réuni à Buffalo, New York, le 12 Novembre, 1917. Les délégués et visiteurs se rendirent à la salle en corps, chacun portant un petit drapeau américain avec corps de musique de cent instrumentistes, de l'Union des Musiciens de Buffalo.

Immédiatement après l'ouverture du congrès, le président Gompers amonça que, par l'autorité du Conseil Exécutif, il avait invité le président des États-Unis à adresser la convention; que le président avait accepté et qu'il était présent, et qu'il avait l'honneur de présenter le président des États-Unis. L'adresse du président Wilson paraîtra dans ce numéro dans un article séparé. Comme le président Wilson terminait son adresse, il reçut une immense ovation, et on lui présenta, ainsi qu'à madame Wilson une pluie de magnifiques roses "American Beauty."

M. Stuart A. Hayward, président du Conseil Central du travail de Buffalo, fit l'adresse de bienvenue au nom du tmravail syndiqué de Buffalo et des environs.

Le gouverneur Whitan dme New York fut présenté comme le grand gouverneur de New York et parla comme suit:

"Durant les trente-six années depuis la première convention de la Fédération Américaine du travail à Terre-Haute (trente-six années de progrès incessant, de politique consistante et de direction agressive), il ne s'est pas tenu un congrès de la Fédération plus important que celui qui se tient actuellement à Buffalo. Il est important pour nombre de raisons, et non pas la moindre de cas raisons se trouve dans le fait que, quand on fit l'appel aux armes et que notre pays fut forcément entraîné dans cette guerre terrible, la Fédération Américaine du travail répondit la première quand il s'agit de régler pour toujours la question du patriotisme du travailleur américain.

"La convention prime toutes les autres parce qu'elle donne preuve que, quoique le monde entier semble abattu par un cataclysme qui menace la destruction de la civilisation elle-même, les travailleurs américains ont encore la certitude que le progrès immense de la démocratie durant tout un siècle ne sera pas, même temporairement, an rêté ou oublié.

"La Fédération Américaine du travail est un des facteurs militants du progrès industriel de ce pays. Elle est l'un des puissants facteurs dans le développement de la démocratie. Son succès est synonyme avec le succès du mouvement laborieux. Au moment où la démocratie est appelée à recevoir le choc d'une autocratie préparée avec soin, arrogante n'épargnant rien, chaque facteur militant du monde démocratique doit supposer que la lutte dans laquelle l'Amérique est actuellement engagée est une dans laquelle elle doit être prête à supporter toute sa part du fardeau. La lutte pour que la démocratie vive est la lutte du travail; les deux ne font qu'un; l'un ne peut survivre sans l'autre.

"La durée de la démocratie est en jeu, et nul corps d'hommes a une plus grande responsabilité pour le succès de cette lutte que le travailleur américain. Il combat pour tous les travailleurs du monde, car il n'y a pas que sur le champ de bataille seul que cette guerre a lieu. Elle existe à l'atelier, à la manufacture et sur la ferme, aussi bien que dans les tranchées. Ce n'est pas seulement ce que le travailleur américain fait; ce n'est pas tant ce qu'il contribue, mais c'est son attitude d'esprit et sa foi qui constituent une partie importante dans ce conflit du monde.

"Nous pouvons nourrir les armées de notre pays et celles de nos alliés; nous pouvons leur donner des munitions—mais c'est par le travailleur américain, qui, par sa foi en son pays, par sa croyance dans la démocratie, par la bonne volonté qu'il montre à faire des sacrifices pour les principes qui ont fait cette terre une le liberté, la terre des opportunités, que nous devons encourager les travailleurs des autres nations à s'unir à nous et à jeter le gant à ces peuples conduits en esclaves et ces classes dominées par le militarisme allemand qui nous regardent comme un peuple qui ne s'intéresse qu'au dollar.

"Si jamais nous avons eu le droit de nous proclamer les chefs de la démocratie, nous l'avons certainement à l'heure actuelle. Comme l'a fait observer votre distingué président, les États-Unis sont le premier pays du monde qui ait jamais agit d'autorité en déclarant, dans une législation nationale que 'Le travail de l'individu n'est pas une commodité ou un article de commerce.' Cette phrase de l'Acte Clayton sera mise au rang des grandes victoires pour le droit; quoiqu'

arrivant sans bruit de grosse caisse, l'établissement du principe n'a pas été gagné sans sa longue liste d'accidents fortuits et un rôle mortuaire qui remonte à des siècles.

C'est une victoire qui arrive à une époque la plus révolutionnaire du monde. Dans tout se réglera après la guerre, il n'y aura pas de principe plus fondamental que cette déclaration—'Le travail de l'individu n'est pas un article de commerce.'

"On est à refaire le monde, et dans cette opération il n'y a rien de plus sûr que le vieux principe renfermé dans l'Ecole d'économie politique Ricardo de John Stuart Mill, la théorie du laissez faire—'Chacun pour soi et que la diable prenne le dernier'—doit finalement disparaître.

"Durant les années d'existence de la Fédération Américaine du travail, nous avons vu le monde changer beaucoup dans sa théorie en ce qui se rapporte aux relations entre la société et le travail. Au temps où l'on organisait la Fédération qui cherchait à démontrer aux unions de métiers la valeur de la coopération et de la coordination, l'écrivain américain distingué, M. E. L. Godkin, déclara pratiquement qu'il était impossible d'abolir la pauvreté. Ce que l'on considérait comme une impossibilité dans l'Ecole de l'économie politique, est aujourd'hui reconnu comme un devoir par le penseur et l'homme d'état.

"Même quand les théories lentement expirantes étaient encore vigoureusement maintenues par un grand nombre de personnes, John Ruskin formulait la doctrine que le monde s'habitue lentement à accepter, et qui est: 'Il n'y a pas de richesses; mais la vie.' Et aujourd'hui nous voyons sur nos livres de statuts l'affirmation que nos grands-pères auraient cru révolutionnaire en effet, que vous ne pouvez traiter comme une chose matérielle ou comme commodité, pour échanger ou pour vendre, le travail d'aucun individu.

"Le monde gémit sous la marche d'un autocrate barbare avec des desseins impudiques sur la civilisation et la démocratie du monde. Mais, contraste inspiré de Dieu, nous pouvons, en Amérique, mettre plus haut notre étendard du travail humain libre—défiant toutes les idées réactionnaires et féodales que la Prusse et ses favoris représentent.

"Durant les cent quarante années d'existence de ce pays, il ne s'est produit qu'une marche ferme en avant: d'abord, en abolissant immédiatement les qualifications se rapportant aux propriétés pour avoir droit de vote; ensuite, en établissant la presse à bon marché et un nouveau système de chèque sur le gouvernement par l'opinion

publique émue; la liberté aux esclaves fut le prochain grand pas de notre développement démocratique; et enfin, dans les derniers quarante ans nous avons vu une révolution industrielle conduisant lentement le monde à réaliser que c'est l'élément humain et non l'élément matériel qui établit la richesse des nations.

"Qui, nous avons appris, depuis les jours d'Adam Smith, que la richesse des nations ne se trouve pas dans les champs, les manufactures, les argents ou le trafic—mais dans les hommes, les femmes, et, au-dessus de tout, les enfants.

"Il y a moins de cent ans l'on vendait pratiquement les enfants de six à sept ans aux manufactures de Birmingham. Durant ces cent ans nous avons vu le monde entier civilisé suivre la conduite humanitaire de l'Amérique pour la protection des jeunes travailleurs. Je prie Dieu qu'on puisse toujours être en tête. J'espère que bientôt les statuts de l'état de New York renfermeront une loi, tel que recommandé par la Commission Industrielle, montant la limite d'âge pour les jeunes travailleurs pour des industries spéciales.

"Tel que durant ses trente-six ans d'existence que le progrès le mot-de-passe de la Fédération Américaine du travail dans l'avenir.

"Nous traversons une époque terrible—mais nous ne sommes pas au temps où les hommes faillissent. Les travailleurs américains ont tenu tête au monde en intelligence, en efficacité, en liberté, en puissance et en patriotisme. Ils combattront le combat des travailleurs du monde parce qu'ils sont nés chefs de la liberté et du progrès, et quand ils luttent honnêtement pour une juste cause dans l'intérêt du travail, ils luttent honnêtement pour une juste cause dans l'intérêt du travail, ils luttent aussi dans les combats pour la civilisation et la démocratie."

L'on verra que l'esprit de guerre était beaucoup en évidence durant le congrès, non pas que le travail syndiqué croît en la guerre, mais parce le travail syndiqué réalise que la guerre existe et qu'il faut combattre jusqu'à la fin pour la conservation des libertés de tous les peuples libres.

Le comité des lettres de créance rapporta 429 délégués représentant 99 unions nationales et internationales, 36 branches d'état, 83 corps centraux, 46 unions de métiers locales et fédérales, et 5 délégués étrangers.

Le Conseil Exécutif rapporta que le travail américain avait bénéficié de l'expérience des pays américains en ce qui concerne le

problèmes de guerre, et dans le fait que quelques industries américains ont été engagées dans la production de munitions de guerre pour les gouvernements européens; aussi, que le gouvernement américain avait établi une nouvelle période dans le monde industriel en sanctionnant certaines choses se rapportant au travail sur des principes du bien-être public. On en est arrivé à avoir une appréciation plus grande et plus réelle du travail de l'homme et l'on reconnaît mieux la dignité du travail.

Durant l'année, on a accordé 559 chartres, y-inclus 4 unions internationales et 70 corps centraux.

Un point intéressant du rapport se trouve dans le fait que, depuis les derniers vingt deux ans, 82 organisations nationales et internationales ont été formées d'unions locales directement licenciées à cet effet. Ceci donne une idée du travail qu'a fait la Fédération Américaine du travail dans la construction du mouvement laborieux syndiqué. En ce qui se rapporte à la guerre, le Conseil Exécutif appuya l'action du président Wilson, citant l'adresse du président au Congrès des États-Unis, le 2 avril, 1917, comme un suffisant exposé du cas. Le Conseil donna aussi un rapport sur une conférence à Washington à laquelle se trouvèrent présents des représentants de 79 organisations affiliées, cinq non-organisées, et 5 départements de l'A. F. of L.

On fit aussi rapport concernant les arrangements de guerre et l'on fit mention de la construction des cantonnements, démontrant que c'était l'intention du gouvernement et des officiers du mouvement de l'union des métiers que les travaux du gouvernement se rapportant à la guerre se fassent en accord avec l'union de travail. Des arrangements de même nature furent faits pour le règlement des gages, des heures, et des conditions laborieuses dans la construction des navires, et il paraîtrait que des efforts raisonnables ont été faits pour éviter les grèves dans le travail du gouvernement se rapportant à la guerre.

Sependant, au moment du congrès, il y avait un nombre de grèves, deux d'une importance particulière; l'une à l'Arsenal de Watertown, Mass. et l'autre à la Fore River Shipbuilding Plant, Quincy, Mass. Ces deux grèves, nous comprenons, se sont terminées depuis en grande mesure à cause de l'appel du Président Wilson fait au congrès et à cause de la réponse du travail syndiqué à son appel.

Le rapport du Conseil Exécutif était volumineux et il nous est impossible d'en publier de longs extraits dans ces colonnes. Il y

avait un sujet d'extrême intérêt; particulièrement, celui se rapportant à la formation de l'Alliance Américaine pour le Travail et la Démocratie, organisée en opposition au Conseil du Peuple ainsi-nommé dont le mouvement semblait représenter les intérêts étrangers contraires aux institutions américaines. La formation de l'Alliance Américaine pour le Travail et la Démocratie fut critiquée par l'extrême faction pacifiste et cela conduisit à l'un des plus chauds débats du congrès. Quand le vote fut demandé, toute-fois, l'action du président Gompers et du Conseil Exécutif dans cette matière fut soutenue par une immense majorité.

En terminant le débat le président Gompers dit: "Je ne suis pas neutre dans cette guerre. Pacifiste tel que je l'ai été toute ma vie, allant aussi loin qu'aucun homme pour rendre ce pacifisme réel, quand je me rends compte qu'il y a un maraudeur ou une bande de maraudeurs aux environs: si je ne défendais pas mon épouse et mes enfants et les enfants de mon voisin des attaques d'un tel monstre, je ne serais pas un pacifiste, je serais un poltron et un lâche. Le président des États-Unis, pacifiste toute sa vie; le secrétaire de guerre, M. Baker, pacifiste; le secrétaire de la marine, pacifiste aussi; le secrétaire de l'Agriculture, le secrétaire du Travail—je ne connais pas un militariste ou un partisan du militarisme faisant partie du cabinet du président des États-Unis. Et maintenant ils sont des combattants, tel que moi, un pacifiste toute ma vie, déclare ici publiquement que je suis un lutteur et que je combattrai pour assister mon pays; ma patrie d'adoption; le pays à qui je dois tout excepté la naissance; le pays dans le sol duquel reposent mes défunts chéris; le pays où demeurent ceux que j'aime; le pays de mes espérances et de mes aspirations, et je propose de faire tout mon devoir pour aider à faire de cette guerre la dernière du monde. Une paix immédiate voudrait simplement dire que le gouvernement impérialiste de l'Allemagne a gagné la guerre. Elle a fait la conquête d'une partie de la France; elle est la conquérante et l'usurpatrice de la Belgique et de la Serbie; elle a outragé et assassiné les peuples innocents; elle a envoyé à une mort prématurée de millions d'hommes, de femmes et d'enfants innocents sans les attributs les plus communs d'humanité. Quand le peuple d'Allemagne aura, de sa propre volonté, laissé le Kaiserisme et établi au moins quelque degré de liberté et de démocratie dans ce pays et pour lui-même, à mons que le Kaiserisme se rende aux démocraties du monde, ce qu'il me reste d'énergie, chaque once sera mis au service

des hommes d'Amérique et des pays alliés pour forcer la destruction du Kaiserisme et l'établissement même d'une démocratie en Allemagne. Il y a tant à dire sur le sujet qu'un peut à peine le traiter d'une manière convenable. Dans tous les cas je sens que je n'ai rien dit de trop. Je suis demeuré ici durant toute cette convention écoutant les discussions et les débats, et quoique j'aurais désiré y prendre part plusieurs fois je m'en suis abstenu, mais dans ce cas, puisque j'ai été l'objet d'une attaque, j'ai senti que je vous devais de vous faire connaître ce dont je suis coupable."

Le vote de confiance en faveur du président Gompers et du Conseil Exécutif fut de 21,603 contre 402.

Un des actes importants de la convention fut d'adopter un rapport du comité de résolutions lisant en partie comme suit: "Il devient certain qu'il est de toute nécessité que toutes les ressources de la nation soient offertes sans réserves pour la protection du pays et que la production du matériel de guerre reçoive une augmentation incessante pendant quelque temps, demandant que le pouvoir de l'homme et les génies du pays combinent leurs meilleurs efforts pour cette fin.

"Les commissions et comités du gouvernement doivent continuer à accepter de plus lourdes fardeaux, de plus grandes responsabilités, et leurs activités ne doivent pas se ralentir.

"Si ces activités du gouvernement augmentent, il est essentiel qu'il se trouve une égale représentation de membres du mouvement de l'union de métiers pour donner assistance, conseiller et assumer une pleine part des devoirs et des responsabilités qui reposent sur ceux qui ont l'autorité dirigeante.

"Ce comité, toutefois, recommande que le Conseil Exécutif reçoive instruction de représenter au président des États-Unis l'urgente nécessité de nommer des représentants du mouvement de l'union des métiers additionnels sur les commissions et comités en existence et sur ceux qui seront choisis à l'avenir afin que le mouvement de l'union des métiers puisse donner sa part entière de coopération au gouvernement dans l'heureuse poursuite des activités requises pour gagner la grande cause dans laquelle nous sommes maintenant engagés." Adopté par vote unanime.

B and S WORKERS—FOUR

Les adresses de délégués fraternels du Congrès britannique de l'union des métiers furent très-intéressantes, comme le furent aussi les adresses des autres délégués fra-

ternels. Nous avions du nouveau dans la présence au Congrès de deux officiers de l'armée française—le Major E. Requin, membre de l'état-major français, et la lieutenant François Monod, secrétaire de la haute commission française, maintenant à Washington. Ces deux messieurs adressèrent le Congrès, leurs remarques concernant les présentes méthodes militaires et industrielles de France étant très-instructives.

A l'élection des officiers, le président Gompers fut élu par un bulletin du secrétaire pour le Congrès. Cinq délégués demandèrent d'être enrégistrés comme étant opposés à la réélection du président Gompers. En acceptant la position le président Gompers exprima son appréciation de la confiance qu'on lui manifestait et continua en partie comme suit:

"A cette époque émouvante de l'histoire du monde, ne pouvant se comparer à aucun autre incident de la race humaine, les hommes doivent se prononcer; nul homme peut être neutre dans cette guerre du monde. Notre pays s'est allié aux grandes nations contestantes contre le gouvernement allemand, et jusqu'à ce que l'objet de cette guerre ait été accompli nul homme ayant le respect de soi-même; nul homme bien-pensant et aimant la liberté doit espérer la paix avant que nous accomplissions le but pour lequel nous sommes entrés dans cette guerre. La nation que j'ai volontairement adoptée a, en propre forme, tel que pourvu par le peuple des États-Unis, déclaré que la vie et les biens seraient sauvegardés; que le meurtre prémédité ne serait pas commis, et que le coupable serait puni pour son crime. Et quand, osus la direction—la contrainte—de l'empereur de l'Allemagne, le gouvernement impérial d'Allemagne assaillissait des innocents délibérément, l'annonce d'avance dans la presse; quand ce meurtre délibéré fut répété et qu'on s'engagea à ne plus commettre ce crime odieux, et que le gouvernement de notre pays accepta cette promesse; et quand le gouvernement impérial allemand annonça qu'il révoquait cette promesse et qu'il continuerait sur une plus grande échelle à assassiner les êtres innocents avec préméditation, je n'hésite pas à croire—c'est le résultat de mon meilleur jugement—que c'était le but du gouvernement impérial allemand d'entraîner les États-Unis dans la guerre pour plusieurs raisons, deux desquelles je donnerai.

"Premièrement. Si les États-Unis entraient dans la guerre, à l'assemblée finale de la paix les représentants américains insisteraient moins que les autres pays sur le châtiment infligé à l'Allemagne, pour la rai-

son que, d'abord, il existe une population nombreuse teutonne, native et de descendance aux États-Unis; ensuite, parce que la République des États-Unis été un gouvernement idéal et déintéressé.

"L'autre raison sur laquelle comptait le gouvernement impérial allemand était que, comme ce gouvernement était militariste et autocrate, il ne croyait pas à l'efficacité de la démocratie; que nous ne pouvions combattre et qu'il nous serait impossible d'envoyer nos hommes là-bas; que nous ne pouvions mobiliser une armée dans tous les cas et que nous n'étions pas en mesure de leur faire tort. Que mon diagnostic de la situation soit juste ou non, le fait, que le peuple des États-Unis, assemblé en Congrès, a cru qu'il avait cause suffisante pour entrer dans la lutte pour sauvegarder notre République, pour sauvegarder la démocratie. La question est maintenant devant le monde qui décidera, et dans ce conflit je suis avec ceux qui luttent pour la liberté et la démocratie."

Les vice-présidents furent réélus: James Duncan, de la "Granite Cutters' International Assotion," premier vice-président; James O'Connell, de l'Association internationale des machinistes, deuxième vice-président; Joseph F. Valentine, de la "Molders' Union," troisième vice-président; John R. Alpine, de la "United Association of Plubers and Steamfitters," quatrième vice-président; H. B. Perham, des "Railroad Telegraphers," cinquième vice-président; Frank Duffy, des "Carpenters," sixième vice-président; William Green, des "United Mine Workers," septième vice-président; William D. Mahon, des "Amalgamated Street Railway Employees," huitième vice-président.

Pour l'office de trésorier, John B. Lennon, des "Journeymen Tailors," qui a eu charge de cette position pendant de longues années, était opposé par Daniel J. Tobin, des "Teamsters." Le vote donna le résultat suivant: Lennon reçut 9103 votes contre Tobin, 13,478. Ce dernier fut donc déclaré élu. Frank Morrison de l'Union "International Typographical" fut réélu secrétaire.

Joseph Franklin de la "Brotherhood of Boiler Makers and Iron Shipbuilders," and William J. Bowen des "Bricklayers, Masons and Plasters," furent élus délégués au congrès britannique du congrès de l'Union des métiers. Stuart A. Hayward du Conseil de Buffalo fut élu délégué au "Labor Trades and Congress."

St. Paul, Minn., fut choisi comme le prochain siège du congrès de la Fédération Américaine du travail, qui, d'après la nouvelle loi se réunira en juin 1918.

FORCE OF HABIT.

IT was the conductor's duty in the church of which he was a member to take up the collection one day, and, as it happened, his first experience of such duty. He was a little nervous as he started down the center aisle, but that soon wore off, and he began to feel almost at home. There were several children in the first pew, and each put in a penny. The people in the next pew also contributed something each.

A big, glum fellow sat alone in the third pew. The collector passed him the plate, but the man shook his head, and stuck his hands deep in his pockets. Thereupon the conductor stopped, put up his hands as if to jerk the bell-cord, and said: "Well, you'll have to get off."—Exchange.



SCHOOL BOY'S ESSAY ON LEATHER.

Leather is a though, indigestible article of manufacture and commerce, grown unconsciously by cows and other animals.

It is used in the manufacture of shoes, restaurant pancakes, belts, beefsteaks, traveling cases and lungs for orators—chiefly the latter. Leather always goes up before a presidential campaign.

Most leather used to be in shoes; but they are putting less in shoes and more in beefsteaks since the war began.



THE UNION MAN.

The union member who performs his whole duty to his union will be too busy to spend much time in criticising others.

The good union man will not furnish employment to non-unionists or business to unfair employes, but will demand union label articles in return for his wages as they are spent to provide for the needs of himself and family.

The true union man will try to persist in the attempt to induce all non-members to become unionists, both in his own trade and others, being content with nothing less than that his influence for the upbuilding of unionism shall radiate from himself to every person within his reach.—The Amalgamated Journal.

AFFAIRS OF THE ORGANIZATION

NEWS, PROGRESS AND REPORTS

BOOT AND SHOE WORKERS' UNION

Headquarters:

246 Summer Street, Boston, Mass.

GENERAL OFFICERS.

General President, John F. Tobin
General Vice-President, Collis Lovely
General Secretary-Treasurer, Chas. L. Baine

GENERAL EXECUTIVE BOARD.

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WARREN HATCH, 23 First Parish Bldg., Brockton, Mass.
C. E. JAMES, Federation Hall, St. Paul
FRED M. KNIGHT, 7 Cottage St., Haverhill, Mass.
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IN MEMORIAM.

Local No.	Name	Address
"0"	Louis Gillman,	Jackson, Tenn.
35	F. Garner,	Brockton, Mass.
37	Ernest P. Tribble,	Brockton, Mass.
38	B. E. Wilkes,	Brockton, Mass.
40	Catherine Feeney,	Milford, Mass.
68	John Donelan,	Cincinnati, O.
68	Charles C. Orcutt,	Cincinnati, O.
88	Edward Nicholls,	London, Ont.
90	Frank Kroupa,	St. Louis, Mo.
118	John Aronson,	Brockton, Mass.
"0" 154	Mamie Geddis,	Brockton, Mass.
191	Napoleon C. Brochu,	Haverhill, Mass.
210	Charles Birkenneair,	Cincinnati, O.
210	Louis C. Steding,	Cincinnati, O.
222	Edward Wecht,	Cincinnati, O.
238	John Marsland,	New Bedford, Mass.
266	Joseph Gouin,	Montreal, P. Q.
370	Arthur Weeks,	Brockton, Mass.
371	Francis H. Casey,	North Abington, Mass.

RULES GOVERNING THE USE OF THE UNION STAMP.

1. Application for the use of the Union Stamp should be made to Headquarters.
2. A contract covering the use of the Union Stamp is negotiated and drawn; and contract is then submitted to the Local Union or Joint Council, and if approved shall be submitted to the General Executive Board and, if then approved, shall be signed.
3. All employees of factories using the Union Stamp shall be members of the Boot and Shoe Workers' Union in full accordance with its Constitution.
4. All questions of the violation of the agreement, shall be referred by the member to the Local Union or Joint Council and thence to Headquarters.
5. The General President, or his authorized deputy, if satisfied the agreement is being violated, shall call the attention of the employer to such violation of the agreement, and failing to obtain satisfaction, he is hereby instructed to immediately bring action to recover the Union Stamp.
6. No person except the General President of the Boot and Shoe Workers' Union or his authorized deputy shall have the right to demand or receive the Union Stamp from any factory using the same.

RULES GOVERNING SICK BENEFITS.

1. The claimant must have been a member in good standing for six months prior to date of notice.

2. The regular form of Notice of Sick Claim must be filled out by, or on behalf of the claimant. This notice must be given to the Financial Secretary of the Local Union and mailed by him to the General Secretary-Treasurer within 24 hours.

3. The Financial Secretary will call the attention of the Executive Board to the case reported, and said Executive Board shall appoint a Sick Investigating Committee of three, not related to the claimant to investigate the case and report upon blanks furnished for that purpose. The Financial Secretary and President are prohibited from serving upon sick investigation committees, as their work in connection with sick claims is judicial in character. Members of the Executive Board serving on sick committee must not vote for or against approval of claim.

4. The Sick Investigating Committee shall visit the claimant separately and report separately to the Executive Board using the blanks furnished for that purpose.

5. In case of contagious disease, the Executive Board may accept the certificate of the physician, in place of a report from the Sick Investigating Committee.

6. Upon receipt of the Notice of Sick Claim, the General Secretary-Treasurer shall mail Sick Claim blank to the local Financial Secretary.

7. When the Sick Claim has been received and the Sick Investigating Committee all are ready to report the Local Executive Board shall hold a meeting, and passing upon all the circumstances connected with the case, as well as upon the report of the Sick Committee, shall act upon the claim, approving or disapproving it as in their judgment circumstances warrant; after which the claim shall be forwarded to the General Secretary-Treasurer.

8. If the claim is disapproved by the Local Executive Board and the General Secretary-Treasurer shall disallow claim, and notify claimant accordingly.

9. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer deems the proceedings irregular in any part, or has reason to believe there is any evidence of fraud, he may suspend payment of the benefit, pending an investigation by direction of the General Executive Board.

10. If the claim is approved by the Local Executive Board and the General Secretary-Treasurer is satisfied that the claim is bona fide and the proceedings regular, he shall allow the claim and forward the Sick Benefit Coupon books to the Local Financial Secretary.

11. The Local Financial Secretary shall retain this Coupon Book in his possession, detaching one coupon each week while the illness lasts, not to exceed thirteen weeks, being careful that all the blanks and conditions are filled out and complied with each week, and deducting the amount from the General Fund Share, paying any dues the member may owe out of the benefit before delivering the benefit to the beneficiary. Should the General Funds from that Union be insufficient to redeem such coupons as in case of epidemic, coupons may be forwarded to the General Secretary-Treasurer who will forward check for balance. Do not withhold any General Funds unless signed Sick Benefit Coupon is returned in lieu of same.

12. When the illness has ceased the Local Financial Secretary shall return the unused portion of the Sick Coupon Book.

13. Members claiming benefits and desiring to leave the jurisdiction of the local union, must first secure permission from the General Secretary-Treasurer.



DEATH BENEFIT.

All claims for Death Benefit must be made on the form provided by the General Secretary-Treasurer and forwarded to him. If the claim is allowed he will return his check for the amount. To be eligible to death benefit the deceased must have been for the preceding six months a member in good standing. Return local register cards of deceased members.

C. L. BAINB,
General Secretary-Treasurer.

SHOE FACTORIES USING THE UNION STAMP.

REVISED TO DEC. 1, 1917

MEN'S UNION STAMP SHOES

IMPORTANT NOTICE.—Do not write to any firm on this list about Union Stamp Shoes unless there is a * opposite their name.

Firms without a * do not sell through correspondence—only through drummers.

Factory No.

- *1 E. T. Wright & Co., Rockland, Mass.
- 3 North Adams Shoe Co., North Adams, Mass.
- *4 Hamilton-Brown Shoe Co., St. Louis.
- *5 A. J. Bates Co., Webster, Mass.
- *6 M. N. Arnold Co., No. Abington, Mass.
- *7 Weber Bros.' Shoe Co., North Adams, Mass.
- 8 New Bedford Shoe Co., New Bedford, Mass.
- *9 T. D. Barry & Co., Brockton, Mass.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- 11 Rochester Shoe Co., Rochester, N. H.
- 12 Arnold Shoe Co., No. Abington, Mass.
- *14 Williams-Kneeland Co., So. Braintree, Mass.
- 16 Plymouth Shoe Co., Middleboro, Mass.
- 17 A. G. Walton Shoe Co., Lawrence, Mass.

- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- 47 J. M. O'Donnell & Co., No. Adams, Mass.
- 48 Dalton Co., Inc., Brockton, Mass.
- *50 Emerson Shoe Co., Rockland, Mass.
- *52 Nashua Shoe Co., Nashua, N. H.
- 54 Bay Shoe Co., Boston, Mass.
- 56 Arrow Shoe Co., Brockton, Mass.
- *57 Richards & Brennan Co., Randolph, Mass.
- 58 Wayland Shoe Co., Montreal, Que.
- 59 St. Paul Shoe Co., Brockton, Mass.
- *60 United Workingmen's Boot and Shoe Mfg. Co., San Francisco, Cal.
- *61 Ralston Health Shoe Makers, Brockton, Mass.
- *62 Lewis A. Crosset, Inc., No. Abington, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

- *18 Thompson Bros., Brockton, Mass.
- 19 Felder Shoe Mfg. Co., Seattle, Wash.
- *20 Commonwealth Shoe & Leather Co., Whitman, Mass.
- *21 C. H. Alden Co., Abington, Mass.
- *22 J. H. Winchell & Co., Inc., Haverhill, Mass.
- *23 Whitcomb Shoe Co., Haverhill, Mass.
- *24 Claypool Shoe Co., Indianapolis, Ind.
- *25 Reynolds, Drake & Gabell Co., North Easton, Mass.
- *26 Scott-Chamberlain, Ltd., London, Ont.
- 27 Norfolk Shoe Co., Randolph, Mass.
- *28 W. & V. O. Kimball, Haverhill, Mass.
- *29 Wall, Streeter & Doyle, North Adams, Mass.
- 30 San Francisco Shoe Co., San Francisco.
- 31 Formost & Selecto Co., Brockton, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- 34 Porter Shoe Co., Philadelphia, Pa.
- *35 Honesdale Union Stamp Shoe Co., Honesdale, Pa.
- *36 George A. Slater, Montreal, Can.
- *37 Foster-Moulton Shoe Co., Brookfield, Mass. Elk Skin Shoes a Specialty.
- 38 Bay Path Shoe Co., Brookfield, Mass.
- 39 Knipe Bros. Co., Haverhill, Mass.
- 40 The Saxon Shoe Co., Boston, Mass.
- 41 Murray Shoe Co., London, Ont., Can.
- *42 Churchill & Alden Co., Brockton, Mass.
- 43 J. D. Murphy Shoe Co., Natick, Mass.
- *44 E. G. & E. Wallace Shoe Co., Rochester, N. H.

- 63 Kirsch Ideal Shoe Co., New York, N. Y.
- *64 Huckins & Temple Co., Milford, Mass.
- 66 Molders Shoe Co., Detroit, Mich.
- 67 Knox Shoe Co., Milford, Mass.
- 69 Adams Shoe Co., Toronto, Ont., Can.
- *71 Doherty Bros. Shoe Co., Avon, Mass.
- *72 Fred F. Field Co., Brockton, Mass.
- *73 Civilian Shoe Co., Ward Hill, Mass.
- *75 L. Q. White Shoe Co., Bridgewater, Mass.
- 78 Keiffer Bros., Haverhill, Mass.
- *79 Luke W. Reynolds Co., Brockton, Mass.
- 80 Marvel Shoe Co., Haverhill, Mass.
- *81 C. W. Johnson, Natick, Mass.
- 82 L. F. Stevens, Haverhill, Mass.
- 83 Framingham Shoe Co., Framingham, Mass.
- *84 Fred F. Field Co., Factory "B," Brockton, Mass.
- *85 A. A. Williams Shoe Co. Holliston Mass.
- 86 Winchester Shoe Co., Buffalo, N. Y.
- *88 The John McPherson Co., Ltd., Hamilton, Ont.
- 89 Reynolds Shoe Co., Brockton, Mass.
- 90 Kinsboro Shoe Co., Brockton, Mass.
- 91 Chicago Shoe Co., Chicago, Ill.
- *92 H. Ruppel, Brooklyn, N. Y.
- 94 Burt & Packard Co., Brockton, Mass.
- 95 W. P. Whitman Shoe Co., Brockton.
- 96 Avondale Shoe Co., Cincinnati, O.
- *97 Sears, Roebuck Shoe Factories, (Factory No. 5), Holbrook, Mass.
- 98 Walnut Shoe Co., Cincinnati, Ohio.

- *99 Marston & Tapley Co., Danvers, Mass.
- 100 Angel City Shoe Co., Los Angeles.
- 102 Granger Shoe Co., Haverhill, Mass.
- *101 Regal Shoe Company, Whitman, Mass.
- *101 Regal Shoe Company, Milford, Mass.
- *105 John Meier Shoe Co., St. Louis, Mo.
- 106 Sterling Shoe Co., Providence, R. I.
- *107 Regal Shoe Co., Toronto, Ont., Can.
- 108 Maitland Shoe Co., London, Ont.
- 109 Dallas Shoe Co., Dallas, Texas.
- *111 Levi Shoe Co., Chicago, Ill.
- *112 Beals & Torrey Shoe Co., Milwaukee.
- *114 Ames Holden McCready, Ltd., Montreal.
- *115 Belleville Shoe Co., Belleville, Ill.
- *116 Brennan Boot and Shoe Co., Natick, Mass.
- 117 Pacific Shoe Co., San Francisco, Cal.
- *118 Alden, Walker & Wilde, East Weymouth, Mass.
- 119 Reliance Shoe Co., Brockton, Mass.
- 121 John Grant Shoe Co., Webster, Mass.
- 122 Cincinnati Shoe Co., Cincinnati, O.
- 124 North Shore Shoe Co., Salem, Mass.
- 126 Texas Shoe Co., El Paso, Texas.
- 177 Ellet Bros.' Shoe Mfg. Co., Kansas City.
- 187 Central Shoe Co., Milford, Mass.
- *191 Royal Shoe Co., Randolph, Mass.
- 192 H. O. W. Co., Chicago, Ill.
- 194 Ackerman Shoe Co., Boston, Mass.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 196 Summit Shoe Co., Brockton, Mass.
- 197 The A.B.C. Shoe Co., New York City.
- 198 The Locust Shoe Co., Haverhill, Mass.
- 199 The James Shoe Co., Haverhill, Mass.
- 200 Zimmerman-Degan Shoe Co., Seattle, Wash.
- 201 Garden City Shoe Co., Chicago, Ill.
- 202 International Shoe & Slipper Co., Montreal, Que.
- 203 Standard Shoe Co., Brockton, Mass.
- 204 F. C. Richmond Co., Brockton, Mass.
- 205 I. T. Specialty Co., No. Stoughton, Mass.
- *207 Gagnon Shoe Co., Webster, Wis.
- 209 C. A. Kitz Shoe Co., Milwaukee, Wis.
- *210 J. & T. Bell, Montreal, Que.
- *212 Kelly-Buckley Co., Brockton, Mass.
- 217 Apex Shoe Co., Montreal, Que.
- 218 Everite Shoe Co., Boston, Mass.

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Shoes ARE NOT UNION MADE, unless they bear a plain and distinct impression of the UNION STAMP.

-
- 127 John Smith Shoe Co., St. Louis, Mo.
 - 128 Banner Shoe Co., Montreal, Que.
 - 129 The Scotsmith Co., Brockton, Mass.
 - 130 Fiske Shoe & Leather Co., Holbrook, Mass.
 - 131 Winchell Shoe Co., Inc., New York, N. Y.
 - 134 Vermont Shoe Co., Brattleboro, Vt.
 - 136 W. S. C. Shoe Co., Salem, Mass.
 - 137 Memphis Shoe Co., Memphis, Tenn.
 - 138 Wauban Shoe Co., Haverhill, Mass.
 - 140 Pembroke Shoe Co., Boston, Mass.
 - *141 Keith & Pratt, No. Middleboro, Mass.
 - 143 Weaver Shoe Co., Birmingham, Ala.
 - 144 Weybosset Shoe Co., Providence, R. I.
 - 145 Bicycle Shoe Co., Brockton, Mass.
 - *146 Rice & Hutchins, Inc., Rockland, Mass.
 - *148 Feibrich — Fox — Hilker Shoe Co., Racine, Wis.
 - 149 Granite Shoe Co., Holliston, Mass.
 - 150 Brockton Shoe Co., Brockton, Mass.
 - 151 King Welt Shoe Co., New York, N. Y.
 - 152 Allen Shoe Co., Fort Wayne, Ind.
 - 153 Socket-Fit Shoe Co., Lowell, Mass.
 - *154 Palma Shoe Co., Waupun, Wis.
 - 155 Asa Herbert Shoe Co., Boston, Mass.
 - 157 Regent Shoe Co., No. Adams, Mass.
 - *158 Condon Bros. & Co., Brockton, Mass.
 - *159 Brockton Co-operative B. & S. Co., Brockton, Mass.
 - 160 Cygolf Shoe Co., Brockton, Mass.
 - 161 Warwick Shoe Co., Natick, Mass.
 - 162 Spencer Shoe Co., Boston, Mass.
 - *163 John G. Neubauer, San Francisco, Cal.
 - 164 Warsaw Shoe Co., Boston, Mass.
 - 165 Peter Arnold Shoe Co., Boston, Mass.
 - 166 Bradford Shoe Co., Haverhill, Mass.
 - *167 Sheldon Bros.' Shoe Co., Natick, Mass.
 - 168 Speedwell Shoe Co., Manchester, N. H.
 - *172 C. S. Marshall & Co., Brockton, Mass.
 - 176 Alpha Shoe Co., Brockton, Mass.
 - *220 Nolan-Earl Shoe Co., Petaluma, Cal.
 - 221 Granite Rock Shoe Co., Buffalo, N. Y.
 - 222 C. S. Marston, Jr., Haverhill, Mass.
 - 223 Richmond Shoe Co., Boston, Mass.
 - 225 Lewis Shoe Co., Boston, Mass.
 - 226 N. K. Junior Shoe Co., Jackson, Miss.
 - 227 Henrietta Shoe Co., Columbus, Ohio.
 - 229 Peerless Shoe Co., Boston, Mass.
 - 230 Bob Smart Shoe Co., San Antonio, Tex.
 - 231 Consolidated Shoe Co., East Weymouth, Mass.
 - 233 Wauchusett Shoe Co., Natick, Mass.
 - 234 Washington Shoe Co., Haverhill, Mass.
 - 235 Chancellor Shoe Co., Richmond, Va.
 - 236 Berkshire Shoe Co., Pittsfield, Mass.
 - 238 Globe Shoe Co., Syracuse, N. Y.
 - 239 Garfield Shoe Co., Chicago, Ill.
 - 240 Trueluck Shoe Co., St. Louis, Mo.
 - 241 Brandon Shoe Co., Ltd., Brantford, Ont.
 - *243 Eagle Shoe Co., Montreal, Que.
 - 245 Adams Shoe Co., Indianapolis, Ind.
 - 248 The Southern Shoe Co., Richmond, Va.
 - 251 Twentieth Century Shoe Co., Webster.
 - 254 Alliance Shoe Co., New York, N. Y.
 - 255 Perfecto Shoe Co., New York, N. Y.
 - *256 H. H. Brown & Co., North Brookfield.
 - 257 Harry C. Brown, Boston, Mass.
 - 258 Quabaug Shoe Co., No. Brookfield, Mass.
 - 259 K. B. Shoe Co., Chicago, Ill.
 - 260 Globe Shoe Co., Portland, Ore.
 - 263 Raymond, Jones & Co., Boston, Mass.
 - 264 Crimson Shoe Co., Brockton, Mass.
 - *265 F. M. Hoyt Shoe Co., Manchester, N. H.
 - 269 Orange Shoe Co., Haverhill, Mass.
 - 266 Adams Shoe Co., Haverhill, Mass.
 - *272 North Lebanon Shoe Factory, Lebanon, Pa.
 - 273 Whitney Boot and Shoe Mfg. Co., Cleveland, O.
 - 274 The Pioneer Shoe House, New York.

- 275 Washington Shoe Mfg. Co., Seattle, Wash.
- 276 The Hurd Shoe Co., Utica, N. Y.
- 277 Churchill Shoe Co., Brockton, Mass.
- 280 Woodman Shoe Co., Brockton, Mass.
- 281 Elmira Shoe Co., Elmira, N. Y.
- 282 Moorar Shoe Co., Boston, Mass.
- 283 Torrey, Curtis & Tirrell, East Weymouth, Mass.
- 284 Stadium Shoe Co., Syracuse, N. Y.
- *285 Leonard & Barrows, Middleboro, Mass.
- *286 M. A. Packard Shoe Co., Brockton, Mass.
- 287 Quincy Shoe Co., Chicago, Ill.
- 288 Bear Shoe Co., St. Louis, Mo.
- 289 English Shoe Co., New York, N. Y.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Middleboro, Mass.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., Brockton, Mass.
- 291 Big Four Shoe Co., Boston, Mass.
- 292 William Penn Shoe Co., Lancaster, Pa.
- 293 Trenton Shoe Factory, Toledo, Ohio.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *296 E. E. Taylor Co., New Bedford, Mass.
- *296 E. E. Taylor Co., Nashua, N. H.
- 330 Webster Shoe Co., Webster, Mass.
- *331 Racine Aluminum Shoe Co., Racine, Wis.
- 332 Majestic Shoe Co., San Francisco, Cal.
- 333 Chicago Union Shoe Co., Chicago, Ill.
- 334 Dri-Phut Shoe Co., Utica, N. Y.
- 336 The Rookwood Shoe Mfg. Co., Cincinnati, O.
- 337 Ohio Shoe Co., Cincinnati, O.
- 338 Illinois Shoe Co., Chicago, Ill.
- 339 Waconda Shoe Co., Portland, Ore.
- 340 Pennsylvania Shoe Co., Philadelphia, Pa.
- 341 Seattle Wooden Shoe Co., Seattle, Wash.
- *343 Diamond Shoe Co., Brockton, Mass.
- *344 Rideau Shoe Co., Maisonneuve, Montreal, Que.
- 346 Lamson Shoe Co., Chicago, Ill.
- 347 Los Angeles Shoe Co., Los Angeles, Cal.
- 348 Duane Shoe Co., New York, N. Y.
- *349 Santa Rosa Shoe Mfg. Co., Santa Rosa, Cal.
- 350 Ethan Allen Shoe Co., Milford, Mass.
- 351 Meyer Shoe Co., Galena, Ill.
- 352 Graham Shoe Co., New York, N. Y.
- 353 Pearl Shoe Co., Cincinnati, Ohio.
- 354 Wm. Penn Shoe Co., Philadelphia, Pa.
- 355 Maine Shoe Co., Portland, Me.
- 356 Hoffman Shoe Co., San Francisco, Cal.

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- *296 E. E. Taylor Co., Brockton, Mass.
- *297 Preston B. Keith Shoe Co., Brockton.
- *298 Whitman & Keith Co., Brockton, Mass.
- 299 Industrial Shoe Co., Brockton, Mass.
- *300 Geo. H. Snow Co., Brockton, Mass.
- 301 Erie Shoe Co., Erie, Pa.
- 302 Lunelle Shoe Co., Haverhill, Mass.
- *303 Stacy, Adams & Co., Brockton, Mass.
- 304 Monumental Shoe Co., Baltimore, Md.
- 305 Kenoza Shoe Co., Haverhill, Mass.
- 306 Hogan Shoe Co., Brockton, Mass.
- 307 Quaker Shoe Co., Philadelphia, Pa.
- *309 Filsinger-Boette Shoe Co., St. Louis, Mo.
- *310 Howard & Foster Co., Brockton, Mass.
- 311 Fidelity Shoe Co., Boston, Mass.
- 312 The Coast Shoe Co., San Francisco, Cal.
- 313 Holliston Shoe Co., Holliston, Mass.
- *315 Slater & Morrill, So. Braintree, Mass.
- *316 Walker & Whitman, Brockton, Mass.
- 317 Marvin Shoe Co., San Francisco, Cal.
- 318 Mills Shoe Co., Baltimore, Md.
- 320 Foot Rite Shoe Co., Montreal, Que.
- *321 Racine Shoe Mfg. Co., Racine, Wis.
- 322 Metzger Shoe Co., New York, N. Y.
- 323 Fox Shoe Co., Buffalo, N. Y.
- 324 Central Shoe Co., Randolph, Mass.
- 325 Charles Shoe Co., Chicago, Ill.
- 326 Tech Shoe Co., Pittsburg, Pa.
- *327 Slater Shoe Co., Montreal, Que.
- 329 Theo. Bergmann Shoe Mfg. Co., Portland, Ore.
- 357 Basic Shoe Co., Whitman, Mass.
- 358 Heyliger Shoe Co., Chicago, Ill.
- 359 Syndicate Shoe Co., Haverhill, Mass.
- 360 Heffner Shoe Co., Philadelphia, Pa.
- 361 Geo. E. Hatch, Chicago, Ill.
- 362 Superior Shoe Mfg. Co., Chicago, Ill.
- 363 Hub Shoe Mfg. Co., Brockton, Mass.
- 364 Hartford Shoe Co., Chicago, Ill.
- 365 The Marx Shoe Co., Cincinnati, Ohio.
- 366 Tri-State Shoe Co., Cleveland, Ohio.
- 367 Maanexit Shoe Co., Webster, Mass.
- 368 Geo. Meullers Sons, New York, N. Y.
- *369 Brandau Shoe Co., Detroit, Mich.
- 370 G. B. Dickey Shoe Co., Boston, Mass.
- 372 Guthman Shoe Co., Chicago, Ill.
- 373 Weymouth Shoe Co., Boston, Mass.
- 374 Classmate Shoe Co., Chicago, Ill.
- 375 Interstate Shoe Mfg. Co., New York.
- 376 The Solid Rock Shoe Co., Evansville, Ind.
- 377 St. Clair Shoe Co., Toledo, Ohio.
- 378 Worcester County Shoe Mfg. Co., North Brookfield, Mass.
- 379 New York Shoe Co., Brockton, Mass.
- 380 Wallace Shoe Co., Chicago, Ill.
- 381 Buffalo Shoe Mfg. Co., Buffalo, N. Y.
- 382 Seal Rock Shoe Co., San Francisco, Cal.
- 383 Braintree Shoe Co., Boston, Mass.
- 384 Crescent City Shoe Mfg. Co., New Orleans, La.
- *385 Charles A. Eaton Company, Augusta, Me.
- *385 Charles A. Eaton Company, Brockton, Mass.

UNION STAMP SHOES

FOR WOMEN, MISSES, CHILDREN, BOYS, YOUTHS AND LITTLE GENTS.

- *4 Hamilton-Brown Shoe Co., St. Louis, Mo.
- *10 Columbia Shoe Co., Sheboygan, Wis.
- *15 Victor Shoe Co., Salem, Mass.
- *21 C. H. Alden Co., No. Abington, Mass.
- *32 A. E. Little & Co., Brockton, Mass.
- *36 Geo. A. Slater, Montreal, Can.
- *45 W. L. Douglas Shoe Co., Brockton, Mass.
- *46 Johansen Bros. Shoe Co., St. Louis, Mo.
- *55 Donovan-Giles Co., Lynn, Mass.
- 58 Ira J. Webster Co., Haverhill, Mass.
- *65 D. Armstrong & Co., Inc., Rochester, N. Y.
- *68 Thompson & Crooker Shoe Co., Boston.
- *76 Cass & Daley Shoe Co., Salem, Mass.
- *83 Framingham Shoe Co., Framingham, Mass.
- 87 J. J. Grover's Sons, Stoneham, Mass.
- 93 Victoria Shoe Co., Boston, Mass.
- *114 Ames-Holden, Ltd., Montreal, Can.
- 127 John Smith Shoe Co., St. Louis, Mo.
- 135 Jacob M. Postman, New York, N. Y.
- *139 D. A. Donovan's Sons, Lynn, Mass.
- *120 The Travers Shoe Co., Cincinnati, O.
- 123 Ideal Vogue Shoe Co., Haverhill, Mass.
- *184 Hazen B. Goodrich & Co., Haverhill.
- 185 Cramer Shoe Mfg. Co., St. Louis, Mo.
- *188 Wichert & Gardner, Brooklyn, N. Y.
- 190 Arista Shoe Co., Lynn, Mass.
- 193 H. O. W. Co., Chicago, Ill.
- 195 Monroe Shoe Co., Rochester, N. Y.
- 197 The A.B.C. Shoe Co., Rochester, N. Y.
- *210 J. & T. Bell, Montreal, Can.
- 233 Globe Shoe Co., Syracuse, N. Y.
- 239 Garfield Shoe Co., Chicago, Ill.
- *285 Leonard & Barrows, Belfast, Me.
- *290 Walk-Over Shoes manufactured by Geo. E. Keith Co., No. 9 Factory, Boston.
- 294 Hand Made Shoe Co., Chippewa Falls, Wis.
- *344 Rideau Shoe Co., Ltd., Massillon, Que.
- *345 Minister-Myles Shoe Co., Ltd., Toronto, Ont., Can.
- *350 Slater Shoe Co., Montreal, Que.
- 383 Braintree Shoe Co., Boston, Mass.

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- *142 Connolly Shoe Co., Salem, Mass.
- 153 Socket-Fit Shoe Co., Lowell, Mass.
- *169 Cushman & Hebert, Haverhill, Mass.
- *181 Geo. W. Herrick & Co., Lynn, Mass.
- *118 Alden, Walker & Wilde, E. Weymouth, Mass.

MEN'S SLIPPERS.

- *156 Eisenberg & Kaplinsky, 161 Ridge St., New York, N. Y.
- *184 Hazen B. Goodrich & Co., Haverhill.
- *371 Missouri Slipper Co., St. Louis, Mo.

INSIST UPON HAVING THIS STAMP ON YOUR WORK
PATRONIZE UNION REPAIR SHOPS



Be a Unionist in all your purchases. Do not confine your purchases to Union Label shoes alone, but see that a Union shoe dresser polishes them with Union Label Shoe Polish. Keep your shoes on the Union Label list till you burn them in a Union Label Stove. In order to do this you must, when needed repairs are necessary, have them repaired in a Union repair shop. Make it your business to find out if there is a Union repair shop in your locality before having your repairing done elsewhere. When the Union Label is worn from the first sole, see that it is replaced with a new sole put on by Union shoe repairers.



Boot and Shoe Workers' Union

HEADQUARTERS, 246 SUMMER STREET, BOSTON



UNION STAMP CONTRACT.

Agreement entered into this.....day of.....191
by and between.....

shoe manufacturer of.....
hereinafter known as the Employer, and the Boot and Shoe Workers' Union, with headquarters at 246 Summer Street, Boston, Mass., hereinafter known as the Union, witnesseth

First. The Union agrees to furnish its Union Stamp to the Employer free of charge, to make no additional price for the use of the Stamp, to make no discrimination between the Employer and other firms, persons or corporations who may enter into an agreement with the Union for the use of the Union Stamp, and to make all reasonable efforts to advertise the Union Stamp, and to create a demand for the Union Stamped products of the Employer, in common with other employers using the Union Stamp.

Second. In consideration of the foregoing valuable privileges, the Employer agrees to hire as shoe workers only members of the Boot and Shoe Workers' Union, in good standing, and further agrees not to retain any shoe worker in his employment after receiving notice from the Union that such shoe worker is objectionable to the Union, either on account of being in arrears for dues, or disobedience of Union Rules or Laws, or from any other cause.

The Employer agrees that there shall be no discrimination against any member of the Union because of his or her activity in Union affairs.

Third. The Employer agrees that he will not cause or allow the Union Stamp to be placed on any goods not made in the factory for which the use of the Union Stamp is granted and the Employer agrees that it will be a violation of this contract to use the Union Stamp or Stamps in any other place than the particular factory for which the use of the Stamp is granted.

Fourth. It is mutually agreed that the Union will not cause or sanction any strike, and that the Employer will not lock out his employees while this agreement is in force.

All questions of wages or conditions of labor, which cannot be mutually agreed upon, shall be submitted to.....

.....
The decision of this Board of Arbitration shall be final and binding upon the Employer, the Union, and the employees.

The Employer agrees that where a change of system or method is made, he will notify the Local Union affected and endeavor to mutually agree upon a price to be paid. Failing to agree, the matter shall be arbitrated, and the decision rendered shall date from the time of change in system or method.

In the event of the Employer or Local Union, or a duly authorized agent, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same shall be signed within seven days from his receipt of said notice. Failure of either party to comply with this clause shall constitute a direct violation of this contract.

Fifth. The Union agrees to assist the Employer in procuring competent shoe workers to fill the places of any employees who refuse to abide by Section FOUR of this agreement, or who may withdraw or be expelled from the Boot and Shoe Workers' Union.

Sixth. The Employer agrees that the regularly appointed collectors, or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting dues from members working in the factory.

Seventh. The Employer agrees that the General President of the Union, or his deputy upon his written order, may visit the employees in the factory at any time.

Eighth. The Employer agrees that the Union is the lawful owner of the Union Stamp, and the Employer agrees not to make or cause to be made any Union Stamp or Stamps, and it is further agreed that the Union will furnish free of cost, all Stamps necessary to be used under this agreement.

Ninth. The Union agrees that no person except the General President, or his deputy upon his written order, shall have the right to demand or receive Union Stamp from the Employer.

Tenth. Should the Employer violate this agreement, he agrees to surrender the Union Stamp or Stamps in his possession to the General President or his deputy, upon his written order, and that the said General President or his deputy may take said Stamp or Stamps, wherever they may be, without being liable for damages, or otherwise.

Eleventh. In case the said Employer shall for any cause fail to deliver the said Stamp or Stamps to the General President, or his deputy, as provided in this agreement, the Employer shall be liable to the General President in the sum of two hundred (200) dollars, as liquidated damages, to be recovered by the General President in an action of contract, brought in the name of the General President, for the benefit of the Union, against the Employer.

Twelfth. This agreement shall remain in force until.....
Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement; and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

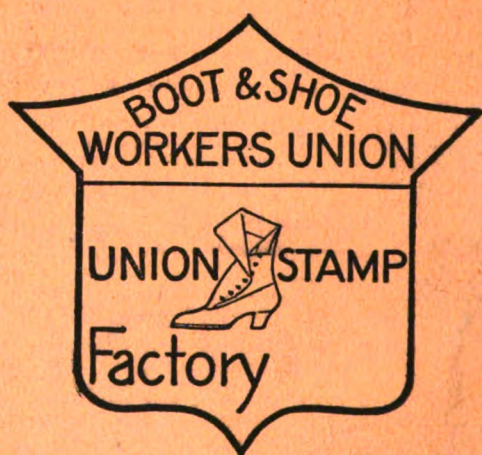
Thirteenth. In case the Employer shall cease to do business, or shall transfer its business, or any part thereof, to any person or persons, or corporation, this agreement shall be ended, and the Stamp or Stamps shall be returned to the General President forthwith, without demand from the Union, when a new agreement, of similar tenor to this, may be entered into between the Employer and the General Executive Board of the Boot and Shoe Workers' Union.

Signed,

By.....
For the Employer.

By.....
For the Union.

[SEAL]



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